



Summer of uncertainty for education specialists

Specialists, including speech language pathologists (SLP) and school psychologists, endured a summer of uncertainty due to a unilateral policy directive made by the McNeil government near the end of the previous school year.

On June 12, the deputy Minister of Education and Early Childhood Development, Cathy Montreuil, announced on CBC the province was ending the certification process for new SLP and psychologists within the public education system. As a result, newly hired specialists are now banned from belonging to the NSTU. Originally Montreuil stated that moving forwards SLPs and school psychologists would be “hired through the Department of Health and then assigned to regional centres for education (RCE).” However, that policy was subsequently altered, and instead specialists are being hired through the RCEs as non-unionized employees.

In a story aired by Global News on July 12, a group of specialists speaking under a condition of anonymity stated that the government made the decision without consultation, and as a result, the system could be facing a shortage of trained professionals in the years ahead.

“There’s been phone calls made requesting a group consultation with several of us that are willing to sit down with Mr. Churchill and speak to him about our concerns and about our ideas to solve some of the problems,” said the specialists. “We’ve had no response.”

They went on to add, “You may not see the problems in recruitment and retention this year but come back in a few years and you’ll see a massive shift.”

NSTU President Paul Wozney says the government’s decision to ban SLPs and school psychologists from the union has created confusion in the system, and represents a lost opportunity to rebuild trust with teachers.

“Given that the report on inclusive education calls for the addition of speech language pathologists and school psychologists, one has to question why government is creating a more divisive and toxic environment for these valuable professionals,” says Wozney. “Over the last few weeks, the feedback I’ve received is that there is a considerable amount of anxiety about the coming instructional year, which has been heightened by the government’s unwillingness to provide answers to many questions.”

Other groups have also voiced their opposition to the government’s unilateral changes, most notably the Speech and Hearing Association of Nova Scotia (SHANS) and the Nova Scotia Association of Psychologists (NSAP).

In a letter to Education Minister Zach Churchill, NSAP President Dr. Beverly Butler stated: “APNS is concerned that the changes your government intends may result in devaluation of the profession of School Psychologists, and instead of improving the situation could have the reverse effect, resulting in fewer psychologists in Nova Scotia with a much reduced chance of achieving the ratio for which you are aiming.”

Wozney says ultimately the government needs to be willing to collaborate with teachers and specialists to properly address challenges in the system. He says the approach the government has taken on this issue is unfortunate.

“While the NSTU fundamentally opposes the

actions of the government that have thrown these specialists into turmoil and trampled on their collective rights, we acknowledge the potential for collaboration that results in more effective and efficient service delivery that sees more students thriving in classrooms throughout the province,” Wozney adds.



Nova Scotia Teachers Union

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OFFICE OF THE PRESIDENT

Dear Colleague:

Welcome back!

I hope you were able to enjoy the great weather we had this summer, and are ready to reconnect with colleagues and students and are feeling recharged for the upcoming school year.

The start of this school year is unlike no other. School Boards have been dissolved and teachers with administrative responsibilities—a huge segment of instructional leaders—are no longer members of the Nova Scotia Teachers Union because of legislation passed last spring. They begin this year without dedicated representation to advocate for their unique concerns within education. While administrators are no longer protected by their union, they are still part of the NSTU family. We are working with their NSTU affiliated professional association, the Public School Administrators Association of Nova Scotia (PSAANS), through their interim board to negotiate and navigate this relationship. Although administrators are no longer NSTU members, their service from NSTU will continue. I urge all NSTU members to stand with administrators over the coming year to ensure their rights, working conditions and ability to act in the best interests of students and teachers are protected in this time of sweeping uncertainty.



Through our Leadership Institute in August, NSTU’s provincial executive, Local presidents, RRC Chairs and those who serve as first vice-presidents, secretaries and vice-presidents of public affairs were given an opportunity to learn more about their respective roles and receive additional training to lead their portfolios.

The theme of our fifth annual NSTU Member Engagement Day, which will take place on October 5, World Teachers’ Day, is **Remember, Reconnect, Recharge**. This theme captures the spirit of what is needed after another very challenging year. Remembering experiences and lessons learned, reconnecting to the NSTU as the voice for teachers in Nova Scotia and recharging our efforts to support our students and bring about positive change to public education in this province are all vital in moving forward. I encourage NSTU Locals and Professional Associations to continue their work in organizing sessions and events, which support the engagement of NSTU members.

We continue to provide member-driven professional development to support members in coordinating professional development opportunities through the NSTU. You can access our online booking information and form at nstu.ca under NSTU Workshops & Presentations.

Our signature professional learning event, Provincial Professional Development Day—or October Conference Day takes place October 26. Visit our website for the complete conference program offerings and register by October 12 to take advantage of this amazing learning opportunity.

I urge each of you to reach out to your local president and provincial executive member(s). Open lines of communication will fuel the change your vote supported. We look forward to listening and conversing with you.

Sustain your engagement throughout this coming year. We are working towards better mobilizing members and reshaping how we advocate for quality public education. Consider the role you can play in a stronger, more effective NSTU through direct participation in events, social media and influencing your immediate circle. We aim to grow from those lessons and strengthen our shared voice with your partnership.

I am excited to begin my term as your new president with Janine Kerr as Acting Executive Director. I look forward to the partnership we will share in providing excellent support to each of you.

Wishing you all a joyful and meaningful school year.

Sincerely,

PAUL WOZNEY
NSTU President



MEMBER ENGAGEMENT DAY IS OCTOBER 5

The fifth Annual NSTU Member Engagement Day will take place this school year on Friday, October 5, 2018, coinciding with World Teachers’ Day.



people

Janine Kerr appointed Acting Executive Director



Assistant Executive Director Janine Kerr was appointed Acting Executive Director at the provincial executive's July 5 meeting for one month and had her term extended until December 31, 2018 following the news that incoming executive director Adrien Amirault was unable to fill the position due to health reasons. She will be overseeing all of NSTU's programs and services, sit on the Canadian Teachers' Federation Board and Chair the Sheonoroil Foundation Board.

Kerr has been in the role of Assistant Executive Director since January 1, 2016, in which she coordinated insurance, legal, pension and negotiating services among other duties. She began her career with the NSTU as an Executive Staff Officer in Member Services in June 2007. In her role in member services over the past 11 years, she has been a member of the provincial negotiating team for public school members for two rounds of negotiations. She has led regional negotiations and has been responsible for contract interpretations, grievances, and arbitrations for NSTU members working for Conseil scolaire acadien provincial, the Annapolis

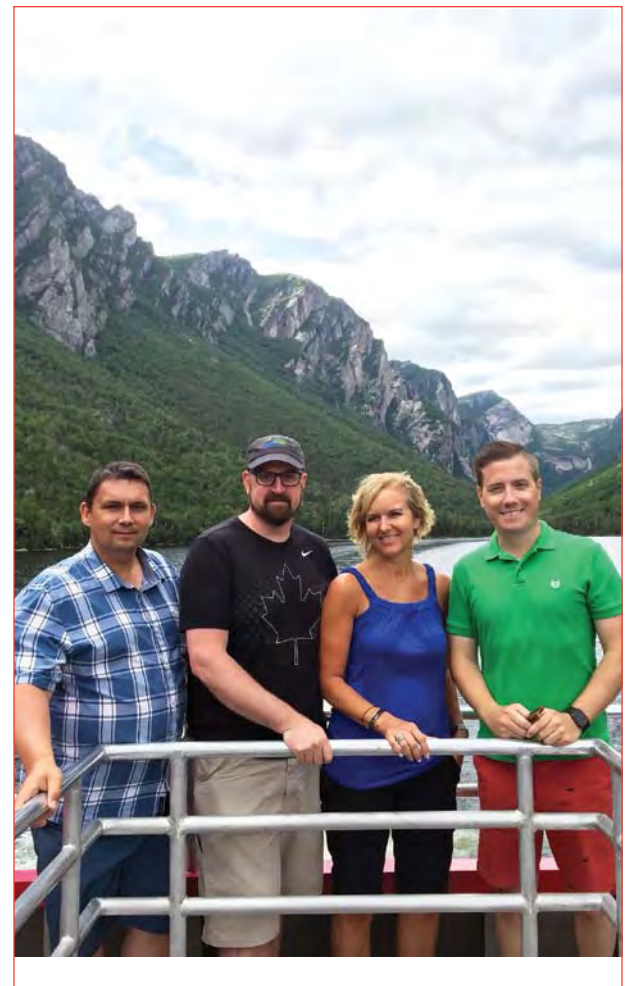
Valley, Cape Breton-Victoria, Chignecto-Central, and Halifax Regional school boards—now regional centres of education, as well as for members employed by the Atlantic Provinces Special Education Authority.

She also worked in the areas of certification, privacy, and member discipline. She has been staff liaison to a number of NSTU provincial committees including: Provincial Economic Welfare, member services, discipline, appeals, and distance education.

Before joining the NSTU, she was an associate with the Halifax law firm Wickwire Holm. She practiced in the areas of civil litigation, family, and labour and employment.

Fully bilingual, Kerr was a public school teacher with the Halifax Regional School Board where she taught junior high French Immersion at Astral Drive Junior High and Graham Creighton Junior High in Dartmouth.

Kerr holds a certificate in Labour Relations from Queens University and has professional designation in both group benefits and retirement planning. She was admitted to the Nova Scotia Bar in June of 2004. Along with her LL.B. from Dalhousie University, she also has a BSc in Health Education, and holds a Nova Scotia teaching certificate.



One of the first official duties of new NSTU president Paul Wozney was to attend and participate in CONTACT (Conference on New Techniques and Classroom Teaching), which took place in Corner Brook, Newfoundland and Labrador, and was hosted by the Newfoundland and Labrador Teachers' Association (NLTA). He is shown (second from left) with the NLTA president Dean Ingram, Prince Edward Island Teachers' Federation president Bethany MacLeod, and Ontario Teachers' Federation president Chris Cowley.



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Member Services Appointment

The NSTU welcomes back Preman Edwards, who was appointed on a probationary contract as Executive Staff Officer, Member Services effective August 1, 2018. He completed a one-year term contract on July 31, 2018 in member services to replace Simon Wilkin while he was on sabbatical leave. In that role he coordinated technology initiatives, regional and provincial executive elections, member registry and the NSTU website, and was staff liaison to the Technology Committee. He will continue to provide contract interpretation, arbitrations, grievances, and negotiating services for the Tri-County RRC and associated Locals in his new role, and will also be responsible for coordinating public affairs/public relations and communications initiatives and NSTU's professional magazine Aviso.

Edwards taught with Halifax Regional School Board, now regional centre of education for 20 years. He was a math teacher at Auburn Drive High School for 15 years. Edwards was an active member of the Halifax County Local.

He holds a BSc from Dalhousie University in Math, a BEd from Mount Saint Vincent University and is working towards a Master of Education in Curriculum Studies/Technology Cohort at MSVU.



Staff Secondment

The NSTU welcomes back Paul Syme, who has been seconded to a term as an executive staff officer in professional development effective September 4. Syme was previously seconded to the professional development department from November 1 to December 22, 2017. He is a teacher with the Annapolis Valley Regional Centre of Education, and teaches art, design and multimedia at Horton High School and was an arts education consultant with the former Annapolis Valley Regional School Board. He is also an adjunct professor with Acadia University's School of Education, and collaborated with Dr. Michael Corbett to innovate and deliver the province's first Master of Education in Curriculum Studies focusing on creativity. Among other duties, Syme is coordinating professional development initiatives,

including Professional Associations. He has served as the chair of both NSTU's Professional Development and Public Affairs/Public Relations committees, and was a member of the Provincial Economic Welfare Committee. He has been active in his professional association, Art Teachers Association, having served as president, vice-president and conference chair. Syme holds a Bachelor of Arts, Specialized Honours Fine Art (BFA) from the University of Guelph, a Baccalaureate of Education from the University of Ottawa, a Master of Arts in art education from the Nova Scotia College of Art and Design, and a Graduate Diploma in Curriculum Studies from Cape Breton University.



Staff Announcement

The NSTU welcomes Camille Toulany, MBA, CPA, CGA, FCA who is currently serving a one-year term contract as Financial Officer effective August 1, 2018 to replace Melanie Waye while she's on maternity/parental leave. He will be responsible for all accounting activities including budget preparation, tax research, risk management, internal financials, PD sessions to treasurers, and internal reviews of NSTU Locals, Professional Associations, and Regional Representative Councils.

He received his CPA in 2016, and ACCA Professional Accounting Designation (Great Britain) in 2013 and holds a Bachelor of Science and MBA from Dalhousie University.

Before starting his term position with the NSTU, Toulany was the accountant for the Municipal Joint Services Board (Lunenburg) Recycling Plant. He was also financial and management consultant for Nova Accounting Inc., taught accounting and finance for the College of the North Atlantic, was a financial control and review officer for the finance department of Veterans Affairs Canada, and a corporate tax auditor with the taxation department of Canada Revenue Agency.

Report on Nova Scotia Teaching Standards: Excellence in Teaching and Learning

By Dr. Anne Rodrigue

The Department of Education and Early Childhood Development (EECD) in collaboration with the NSTU has prepared a draft report on the proposed *Nova Scotia Teaching Standards: Excellence in Teaching and Learning*. The EECD-produced *Teaching Standards Comprehensive Guide* will act as the official version of the standards. It is expected this Comprehensive Guide will be available for release shortly. The report outlines the process followed by the two partners to collect feedback on the Teaching Standards and suggests revisions to the original standards based on feedback collected.

The process of reviewing and receiving feedback on the Standards has been fraught with difficulty. Multiple pieces of Government legislation, along with job action disrupted the process times. A combination of teacher anger, mistrust of Government, apathy, and a feeling that teacher voice would not be considered did not lend itself to having a fully engaged audience.

In analyzing the feedback provided, it was evident teachers were generally in agreement with the Standards. However, teachers and administrators voiced concern about how the Standards would be interpreted when using them as a framework for a provincial teacher performance appraisal process.

Teachers also indicated there needed to be more professional learning opportunities to ensure teachers could meet the Standards. This concern was particularly noted in relation to Standard #4 – *Teachers create safe and positive learning environments*. Opportunities to understand and implement a “culturally-responsive pedagogy” must be available. To this end, the EECD has scheduled culturally responsive pedagogy sessions with Dr. Hollie beginning this fall. The word ‘*know*’ was identified as problematic because it suggested an absolute state and a finality and subjective when it was applied to an analysis of teacher performance. Teachers voiced the same concern with the word “*all*.”

The NSTU responded to the EECD regarding the draft document. Words identified by teachers as problematic and subject to interpretation have been removed and the Standards have been revised.

The second issue for us concerns the desire of the CSAP to include a new draft Standard that related directly to teaching in a French Language setting. The Executive of CSANE indicated they did not want the inclusion of a seventh standard that applied only to teachers working in a French language setting. It felt that teacher competency and demonstration of a high level of mastery of the oral and written language of instruction is addressed by the other six standards. This



TEACHING STANDARDS

concern was shared with the EECD and the NSTU’s position is that there should not be a seventh standard for our CSANE members. It is our understanding there will not be an additional standard included.

What will happen now? The revised *Nova Scotia Teaching Standards: Excellence in Teaching and Learning* will be posted shortly on the EECD website. Upon its release, the Comprehensive Guide will be simultaneously posted on the NSTU website under the Teaching Standards tab. These Standards will now be used as a framework for developing a new provincial teacher appraisal process. The EECD has set up a committee to develop this and their mandate is to design the new process during the 2018-2019 school year. The NSTU jointly chairs this committee and will be represented by Acting Executive Director Janine Kerr and myself. We will keep you informed of the progress of this Committee.

What should you be doing? Teachers should become familiar with the Standards over the course of this school year. Look at the Standards; discuss them with your colleagues; use them as a measure of your own classroom practice. Where are your successes? What are your challenges in implementing these Standards?

As you examine the Standards this year, individually and collaboratively, let the NSTU know your thoughts on what we need to address with the EECD so that the Standards are implemented successfully. We must ensure the teacher performance appraisal system designed on these Standards effectively portrays your practice in the classroom, your professionalism, and how you continue to deliver quality education services to the children, parents, and citizens of Nova Scotia. For questions or concerns, contact me at arodrigue@staff.nstu.ca.

Dr. Anne Rodrigue, a former NSTU staff officer has been contracted to work in the area of teacher professionalism.

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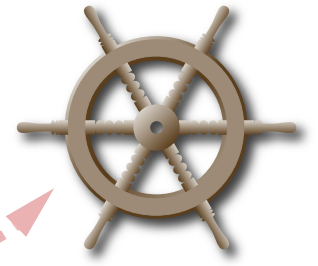


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Charting Your Course FOR PROFESSIONAL DEVELOPMENT



The Restorative Approach in Nova Scotia Schools

By Amy Hunt

The emergence of restorative justice (RJ) in both local and international contexts in recent years speaks to the growing awareness of the need to transform the culture of our social institutions, and the ways in which people experience them. Nova Scotia is home to one of the most comprehensive restorative justice programs in the world and is therefore uniquely placed to implement or apply the restorative approach in schools, as well as other institutions and organizations, including but not limited to the Restorative Inquiry for the Nova Scotia Home for Colored Children, the Nova Scotia Youth Facility, Dalhousie University, Senior Safety, and the Department of Community Services.

As Jennifer Llewellyn (2018) explains, “Justice viewed restoratively is fundamentally about just relations. In simple terms, as an approach to justice it says relationship matters to the way we understand justice and the issues at stake, as well as how we respond. This relational view extends beyond interpersonal relationships to relations at the level of groups, of institutions, of systems, and of society.”

What does this mean for schools in Nova Scotia?

A restorative approach in schools is a relational approach to education. It seeks to construct positive, inclusive and safe school cultures by fostering respectful and responsible relationships among school community members that are rooted in mutual respect, care, concern and dignity. A restorative approach embodies the idea that our institutions should be mechanisms for social engagement as opposed to social control (Morrison, 2013). Disciplinary issues are not the core of this approach; rather, a restorative approach is attentive to the promotion and protection of positive relationships within a learning community (Llewellyn & Llewellyn, 2015). In other words, a restorative approach in school requires more than a restorative response to conflict, harm and wrongdoing; it speaks broadly to a relational way of being, learning and knowing with others in community.

Nova Scotia has invested significantly in a restorative approach in schools. Between September 2012 and August 2015, the Restorative Approaches in Schools Project (RAISP) provided interested schools in Nova Scotia with the tools, resources and supports necessary to adopt a restorative approach. It established a provincial restorative network with over 200 educators and partners to foster a learning community meant to sustain the adoption of a restorative approach in schools. Richard Derible, former Project Lead of RAISP and current Director of Restorative Initiatives at the Nova Scotia Department of Justice has said that “adopting a restorative approach in schools helps us figure out new ways, and enhance the things we are already doing, to make room for every student” (Derible, 2013).

In August 2018, a new RJ unit was formed at the Nova Scotia Department of Justice which has positioned the growth of the restorative approach in education as an ongoing priority.

Why take a restorative approach in schools?

The restorative approach, which is rooted in relational theory, reminds us that students are shaped and constituted by their interactions with other students and their teachers, and that they live their lives in and through a complex web of relationships (Derible, 2013). In schools that take a restorative approach, there is thoughtful consideration of the impact that policies and practices have on relationships in classrooms, on the playground, among staff, with parents, and with the community at large. This attention to building and maintaining just relations in schools has resulted in greater school attachment, less conflict, better behaviour, fewer suspensions and exclusions and better learning outcomes. All of these outcomes are significant factors in the reduction of young people’s risk of coming into conflict with the law (Llewellyn, 2018).

For Students & Families

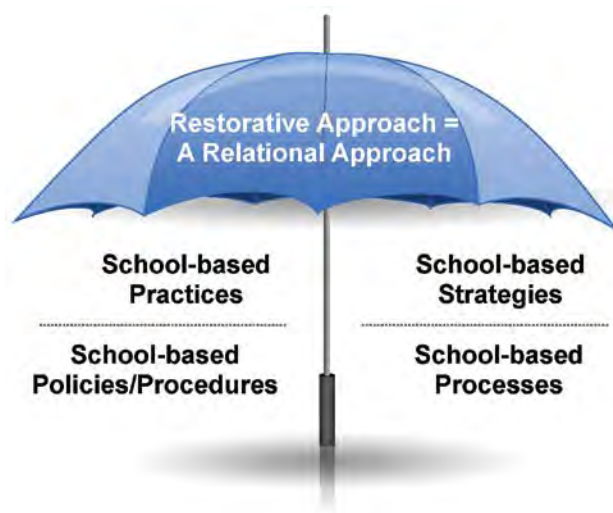
School is a big part of a young person’s life. A restorative approach in school requires students to think about themselves and others, to work on developing healthy relationships and to learn how to manage conflict. Adopting RA in schools can have a positive ripple effect into the home and the community. RA in schools offers new knowledge, methods and skills for decision making and problem solving, such as affective language and respectful dialogue. Restorative skills help children thrive, leading to better behaviour and relationships. Schools that use this approach report that students often solve problems on their own without adult intervention, or they know that there are restorative processes in place they can depend on in their learning community. Parents will notice that their children are demonstrating a different way to resolve conflict at home and experience more harmony at home as they and their

children practice the same skills that teachers and students are using at the school. A restorative approach in schools helps students become more attached to their school, which encourages education and discourages absences or “dropping out,” giving students a better chance at being successful in life (Nova Scotia Department of Justice, 2013).

For Schools

RA in schools works alongside and supports all of the other things we are doing to support kids. It gives back time to educators so they can focus on teaching. A consistent restorative approach reduces the level of stress around relationships—student-to-student or student-to-teacher. A common thread that runs through almost every conflict in schools is the perception that only one side is being heard, and being valued over the other. A restorative approach reduces that perception and supports more satisfying conflict resolution (Nova Scotia Department of Justice, 2013).

Students across Nova Scotia experiencing a restorative approach report a greater sense of positive attachment to school and an increased sense of belonging to their school community. Restorative schools – both locally and internationally are experiencing a reduction in suspensions and office referrals and increases in student attendance. Teachers report enjoying their work more and connect the underpinning values of the restorative approach as reasons they chose to teach in the first place. In terms of student achievement, one school that adopted a restorative approach in Nova Scotia over a five-year period reported a closing of the achievement gap that had been a feature of the school. Overall student achievement on external assessments climbed from a 60 per cent success rate to success rates in the 90 per cent range on several indicators (Derible, 2013).



HOW we do we take a restorative approach in Nova Scotia schools?

Restorative justice offers a common and predictable set of relational principles to guide practices and processes; it is not one fixed model or practice (Llewellyn, 2018). It does not require purchasing an expensive toolkit that offers a one-size-fits-all model or delivering pre-packaged training modules. It is more about a relational way of thinking and being in community with others. Using the following relational principles for practice, we must frame the ways in which we make decisions, problem solve, teach, learn, work and play together as being:

- **Relationally focused:** understanding and positively shaping interconnections
- **Comprehensive & Holistic:** not only incident focused, also taking account of contexts & causes
- **Inclusive/Participatory**
- **Responsive:** contextual, flexible practice; informed by data/knowledge
- **Focus on Taking Responsibility:** both individually and collectively
- **Collaborative/non-adversarial**
- **Forward-focused:** Educative, problem solving/preventative & proactive

A principle-based restorative approach in education reshapes schools to become restorative.

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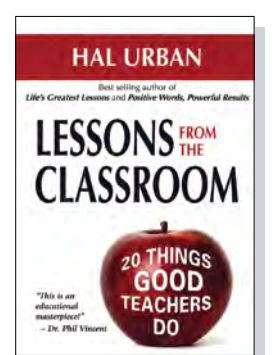
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Lessons from the Classroom by Hal Urban

Lessons from the Classroom, published by Great Lessons Press is full of common sense, wisdom and practical strategies in providing methods for helping students to develop positive thinking and respect and care for others. It helps teachers with strategies and insights in bringing out the best in their students.



Continued from previous page

WHAT does it look like to take a restorative approach in schools?

Far from suggesting we abandon previous initiatives or start from scratch, a restorative approach, when embraced as a continuum of practice rooted in relational principles, provides a new lens to review, support and animate the work schools are already doing to support students (Derible, 2013). Social and emotional learning programs, culturally relevant pedagogy, community outreach initiatives, student-centered teaching and assessment, and professional learning communities are all examples of work that schools are currently engaged in that can be supported through a restorative approach. RA in education serves as the umbrella concept for all of the practices, policies, procedures and pedagogical methods that schools embrace through a relational lens.

For example: affective statements and questions (language that describes how something made someone feel – students are not always aware of the impact their behaviour might have on others); restorative conversations and dialogue (conversations that help teachers support an open dialogue starting with questions like “Can you tell me what happened and how you became involved?” instead of “Why did you do that?”); restorative meetings (staff meetings, parent meetings, School Advisory Council meetings that are organized to encourage authentic engagement through the use of circle processes); restorative conferences (formal responses to serious incidents led by a facilitator that involves all parties including support persons); and classroom circles are all effective practices. Circles are structured but semi-formal opportunities for connection among students. They can include check-in circles and check-out circles to gauge how students are feeling at the beginning and end of the day, classroom norms circles, academic goals circles, curriculum circles, circles to address behaviour problems and/or proactive circles.

As we continue to develop the restorative approach in schools across the province, we hold the potential to transform the social culture of schooling in support of just relations for all people in our communities.

If you would like more information, please contact Amy.Hunt@novascotia.ca.

Amy Hunt is the Restorative Approach Coordinator at the Nova Scotia Department of Justice; former vice principal & classroom teacher at the Halifax Regional Centre for Education; PhD Candidate at the University of Glasgow; and an Instructor at Mount Saint Vincent University.

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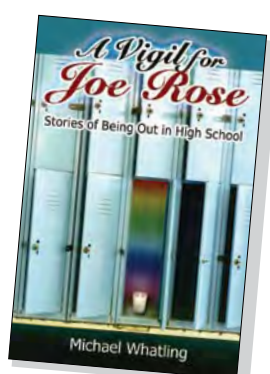
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A Vigil for Joe Rose *Stories of Being Out in High School* by Michael Watling

Published by *iUniverse Books*, *A Vigil for Joe Rose, Stories of Being Out in High School*, explores the experience of being out in high school through a collection of eight stories in which illustrate the growth of teenage boys from first coming out to becoming confident young gay men. Through humour and empathy this book presents a unique teen’s perspective on coming out in high school.





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- SELF-INJURY BEHAVIOUR IN YOUTH—Issues and Strategies
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- CRITICAL INCIDENT GROUP DEBRIEFING
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- ADDICTIONS AND MENTAL ILLNESS—Working with Co-occurring Disorders
Halifax: December 5, 2018
- HARM REDUCTION—A Framework for Change, Choice and Control
Halifax: December 6, 2018
- THE ETHICS OF HELPING—Boundaries and Relationships
Halifax: December 13, 2018
- CLINICAL SUPERVISION—Working with Co-occurring Disorders
Halifax: January 30, 2019
- WALKING THROUGH GRIEF—Boundaries and Relationships
Halifax: February 12-13, 2019
- AUTISM—Boundaries and Relationships
Halifax: February 26-27, 2019
- MINDFULNESS COUNSELLING STRATEGIES—A Framework for Change, Choice and
Halifax: March 12-13, 2019
- BORDERLINE PERSONALITY DISORDER—Understanding and Supporting
Halifax: March 28, 2019

Please visit our website for information on workshops coming to Charlottetown, Moncton and Fredericton

NEW THIS FALL!
On-demand 1-2 day Workshops



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Many of our Public Workshops are also available live, from any location. The workshops are streamed over the Internet and viewed on your computer. Even though you are not on location, as a participant you are still able to ask questions. For those unable to attend a live event, this fall we will be offering some of our workshops on-demand, recorded during a previous live stream workshop. To register or for more information, please visit our website.

www.ctrinstitute.com 877.353.3205 info@ctrinstitute.com

NSTU Leadership looking to REmember, REconnect and REcharge at annual institute

Delegates from NSTU locals across the province came together at the Delta Halifax from August 16 to 18 for the annual summer leadership institute, this year titled *Remember, Reconnect, Recharge*.

Over the course of three days approximately 85 NSTU members representing Locals across the province participated in workshops dedicated to key NSTU Locals' roles. NSTU's provincial executive members, Local presidents, RRC Chairs, first vice-presidents, secretaries and vice-presidents of public affairs attended sessions relevant to their roles.



NSTU president Paul Wozney is shown with keynote speaker Brenda Fair, Acting Executive Director Janine Kerr and NSTU leadership staff liaison Adela Njie.

This Institute presented the first opportunity for new NSTU president Paul Wozney to address NSTU leaders. "Leadership 2018 takes place at a unique time for our union with several new provincial executive members and a new president," says Wozney. "We're all aware of the conflict and upheaval we've experienced under the current government, and of the internal challenges we've endured throughout that time. But here, today we find ourselves in a position to move forward, to embrace change and growth and to lead differently and effectively."

The opening keynote, provided by Brenda Fair of Fairwinds Training and Development, focused on leadership basics. "Managers have their heads in the weeds, leaders lift their heads up," says Fair. "People don't want to be managed, they want to be lead."

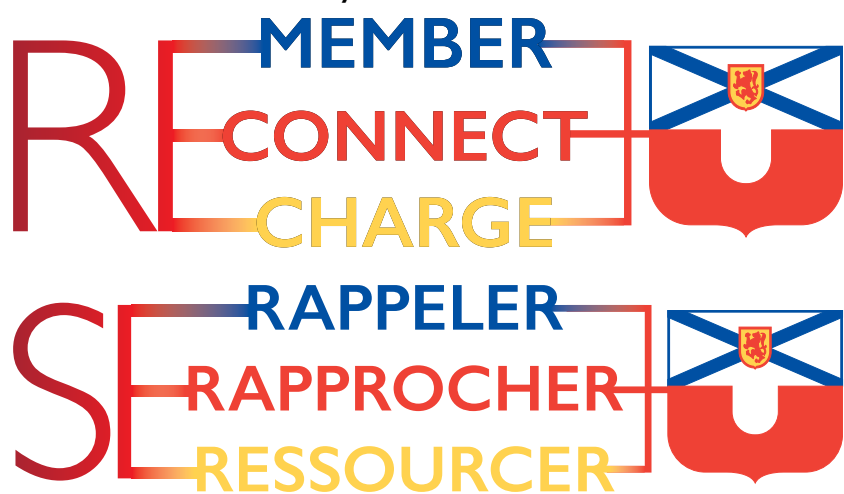
A well-received opening plenary facilitated by Acting Executive Director Janine Kerr and Executive Staff Officer Jack MacLeod provided delegates with the impact of Bill 72 on the working lives of members. The closing plenary, *REsponding to a de-professionalization agenda by REasserting our professionalism*, was facilitated by executive staff officers Pam Langille and Adela Njie. Other plenaries included *The Restorative Approach to Conducting Effective Meetings*, which was facilitated by former educators, Richard Derible and Amy Hunt, who now work for the Department of Justice.



New president Paul Wozney addresses delegates at this summer's Annual Leadership Institute.

MEMBER ENGAGEMENT DAY IS OCTOBER 5

The fifth Annual NSTU Member Engagement Day will take place this school year on Friday, October 5, 2018, coinciding with World Teachers' Day.



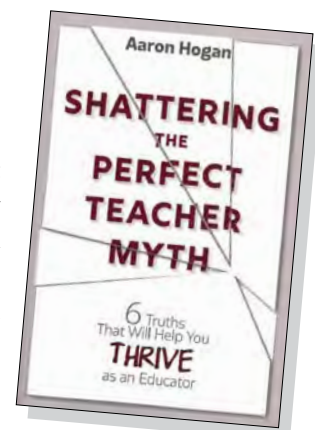
fresh

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 October 1, 2018 to be eligible for the draw.

Shattering the Perfect Teacher Myth by Aaron Hogan

Shattering the Perfect Teacher Myth /6 Thruths That will help You Thrive as an Educator published by Dave Burgess Consulting Inc. provides educators with strategies to thrive. The myth of the perfect teacher perpetuates unrealistic expectations for educators and this book helps to shift from surviving to thriving.



Seated: Gerald Reber (Digby-Shelburne-Yarmouth), Sue Larivière-Jenkins (CSANE), Ian Kent (Lunenburg County-Queens), Lori MacKinnon (second vice-president, Digby-Shelburne-Yarmouth), Liette Doucet (past president), Paul Wozney (president), Tami Cox Jardine (first vice-president), Thérèse Forsythe (secretary-treasurer, Annapolis-Hants West-Kings), Doug Read (Pictou), and Wade Van Snick (Cumberland).

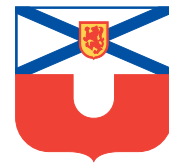
Standing: Andrew McCara (APSEA), Michael Jamieson (Dartmouth), Angela Deagle (Inverness-Richmond), Peter Day (Cape Breton District), Drew Moore (Colchester-East Hants), Allister Wadden (Annapolis-Hants West-Kings), Angela Gillis (Halifax City), Shaun Doyle (Halifax County), Tammy Landry (Antigonish-Guysborough) and Darlene Bereta (Northside-Victoria)

Missing from photo: Richard MacLean (Halifax City)



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 August 28, 2018.**

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE

Thérèse Forsythe, Chair, Secretary-Treasurer; **Sunita Pinet**, Halifax City, 2019; **J. Adam Boyd**, Hants West, 2020; **Sharon Midwinter**, Cumberland, 2020; **Ron MacIntosh**, Executive Member; **Janine Kerr**, Acting Executive Director, NSTU; **Camille Toulany**, Financial Officer, NSTU.

GOVERNANCE & POLICY COMMITTEE

Paul Wozney, President, NSTU; **Allister Wadden**, Annapolis; **Ian Kent**, South Shore; **Doug Read**, Chignecto-Central; **Peter Day**, Cape Breton District; **Richard MacLean**, Halifax City; **Gerald Reber**, Tri-County; **Angela Deagle**, Strait; **Janine Kerr**, Acting Executive Director; **Louis Robitaille**, NSTU Staff Liaison.

NOMINATING COMMITTEE

Tami Cox Jardine; **Tammy Landry**; **Darlene Bereta**; **Mike Jamieson**; **Wade Van Snick**; **Janine Kerr**, Acting Executive Director, NSTU.

PERSONNEL COMMITTEE

Lori MacKinnon, Chair; **Darlene Bereta**; **Sue Larivière-Jenkins**; **Doug Read**; **Janine Kerr**, Acting Executive Director, NSTU.

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Eric Morneau, Chair, 2019; **Sonia Parisé LeBlanc**, 2019; **Louanne Comeau**, 2020; **Ian LeBlanc**, 2020; **Samuel Samson**, 2021; **Sue Larivière-Jenkins**, Executive Member; **Stacy Samson**, NSTU Staff Liaison.

CURRICULUM COMMITTEE

Holly MacDonald, Chair; **Stephanie McMillan**, Hants West, 2019; **Liam Timmons**, Colchester-East Hants, 2019; **Judy Rogers**, Yarmouth, 2020; **Jennifer Barro Ralph**, Dartmouth, 2020; **Martin Doucette**, Kings, 2020; **Peter Day**, Executive Member; **Adela Njie**, NSTU Staff Liaison.

EQUITY COMMITTEE

Shannon Roy, Chair, Colchester-East Hants, 2019; **Angela Blenkhorn**, Cumberland, 2019; **Kathleen Evans**, Northside-Victoria, 2020; **Mary MacPherson**, Cape Breton District, 2020; **Rachel Creasor**, Kings, 2020; **Drew Moore**, Executive Member; **Adela Njie**, NSTU Staff Liaison

MEMBER SERVICES COMMITTEE

Tami Cox Jardine, Chair, 1st Vice-President; **Milton Bonnar**, Northside-Victoria, 2019; **Trish Munroe**, Halifax County, 2019; **John Nolan**, Colchester-East Hants, 2019; **Gabriel Rose**, Halifax City, 2019; **Donalda Westcott**, Cape Breton District, 2019; **TBA**, Executive Member; **Wally Fiander**, NSTU Staff Liaison.

PENSION COMMITTEE

Byron Butt, Chair, Lunenburg County, 2020; **Ryan Lutes**, Halifax City, 2019; **Susan Mahar**, Kings, 2020; **Sherry Proffitt-MacLeod**, Pictou – Chignecto-Central, 2021; **Chad Hanrahan**, Northside-Victoria–Cape Breton, 2021; **Jack Boyd**, RTO Representative; **Gerald Reber**, Executive Member; **Kyle Marryatt**, NSTU Staff Liaison.

PROFESSIONAL COMMITTEE

Theresa Nickerson, Colchester-East Hants, 2019; **Lana Pothier**, Annapolis, 2019; **Tracy Langille-MacKinnon**, CEH, 2019; **Madonna Abbass**, Cape Breton District, 2020; **Paul Syme**, Kings, 2020; **Lindsay Ross**, Cape Breton District, 2021; **Tara McCormick**, CSANE, 2021; **Janine Kerr**, Acting Executive Director.

PROFESSIONAL DEVELOPMENT COMMITTEE

Keri Butler, Chair, Halifax City, 2019; **Nicole d'Eon**, Yarmouth, 2019; **Michael Carrigan**, Cape Breton District, 2019; **Susan Noiles**, Halifax County, 2020; **Nigel Tinker**, Annapolis, 2020; **Wendy Gould**, Colchester East Hants, 2020; **Angela Deagle**, Executive Member; **Paul Syme**, NSTU Staff Liaison.

PUBLIC AFFAIRS/PUBLIC RELATIONS COMMITTEE

Luke Penney, Chair, Halifax County, 2019; **Shari MacGillivray**, Antigonish, 2019; **Robert Baker**, Kings, 2020; **Nancie de la Chevotière**, Halifax City, 2020; **Catherine Gillis**, Richmond, 2020; **Shaun Doyle**, Executive Member; **Drew Moore**, Executive Member; **Preman Edwards**, NSTU Staff Liaison; **Angela Murray**, Public Relations & Communications.

STATUS OF WOMEN COMMITTEE

Kareen Knox, Chair, Colchester-East Hants, 2019; **Diana Lynn Corkum**, Halifax County, 2019; **Lynnette Rankin**, Antigonish, 2019; **Wendy Driscoll**, Dartmouth, 2020; **Nadine Doiron**, CSANE, 2020; **Catherine Shediak**, Yarmouth, 2020; **Tami Cox Jardine**, Executive Member; **Pam Langille**, NSTU Staff Liaison.

SUBSTITUTE TEACHER COMMITTEE

Wayne Royal, Chair, Cape Breton District, 2019; **Denise Burgess**, Lunenburg County, 2019; **Sheri Scott**, Halifax County, 2019; **Chris King-Tower**, Cumberland, 2019; **Nick Wilson**, Digby, 2019; **Richard MacLean**, Executive Member; **Wally Fiander**, NSTU Staff Liaison.

TECHNOLOGY COMMITTEE

Jane Berrigan, Lunenburg County, 2019; **Sandy Gillis**, Dartmouth, 2019; **Andrew McIntosh**, Halifax City, 2020; **Shane Goucher**, Hants West, 2020; **Vanessa Turner**, Halifax County, 2020; **Ian Kent**, Executive Member; **Simon Wilkin**, NSTU Staff Liaison.

OTHER COMMITTEES

INSURANCE TRUSTEES

Ronnie Carew, Chair, Cape Breton District, 2020; **Sheila Hawley**, Inverness, 2021; **Jennifer Moriarty**, Dartmouth, 2022; **Nancy Doyle**, Pictou, 2022; **Roland Hannem**, Yarmouth, 2022; **Stefanie Conway**, Kings, 2023; **Bruce Spares**, NSCC; **Joe MacEachern**, Dept. of Education; **Janine Kerr**, Acting Executive Director; **Stacy Samson**, Executive Staff Officer.

PDAF

Jodie MacIreith, Halifax County, 2020; **Krista Moore**, Digby, 2021; **Peter Oldreive**, Dept. of Education; **Roy Bourgeois**, Dept. of Education; **Adela Njie**, NSTU Staff Liaison, Chair.

RESOLUTIONS COMMITTEE

Mike Jamieson, Chair, Executive Member; **Shelley Morse**, Kings, 2019; **Gary Foley**, Colchester-East Hants, 2019; **Colleen Scott**, Shelburne County, 2020; **Stacia Evans**, Inverness, 2020; **Louis Robitaille**, NSTU Staff Liaison.

SHEONOROIL BOARD OF DIRECTORS

Janine Kerr, Chair, Acting Executive Director, NSTU; **Jennifer Field**, Cumberland, 2019; **Vera Ryan**, Yarmouth, 2019; **Joyce Lively**, Cape Breton District, 2020; **Bill Bruhm** (Retired), Lunenburg, 2021; **Jason Ralph**, Halifax County, 2021; **Rosemary Davis**, Community College, 2021; **Wade Van Snick**, Executive Member; **Ronnie Carew**, Insurance Trustees; **Paul Wozney**, President, NSTU; **Paul Syme**, Executive Staff Officer NSTU.

The NSTU is actively seeking membership for one of its committees.

Applications will be accepted until 4:30 p.m. on Friday, October 12 for the

Comité de programmation acadienne

There is **one vacancy** available on the **Comité de programmation acadienne**. (North-East Region)

Committees will be appointed at the October 19 Executive Meeting.

Forms are available on the NSTU website at www.nstu.ca

resources

media LIBRARY @LRTS Digital Resources for Teachers

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.

We have a subscription to Learn360! You'll find the link to it on your Google Apps page... No passwords or usernames to remember – just click the link and you're in! For everything else, please visit our website at <http://medialibrary.ednet.ns.ca/>

Videos to help support Literacy P-3 from the Media Library!!

The following videos are available in DVD format for \$1.62. Click [HERE](#) to order or email us at mediadub@ednet.ns.ca.

Animal Alphabet

Introduce students to the alphabet's 26 letters by engaging their natural curiosity about the animal kingdom. From "ant" to "zebra", the video features animals familiar and exotic. Fun, easy-to-read graphics are reinforced with simple alliterative phrases.

Chicka Chicka 1-2-3

Based on the book by Bill Martin Jr., Michael Sampson and Lois Ehlert, this animated film will have children singing and counting along with the dancing numbers.

Diary of a Worm

Based on the book by Doreen Cronin, this animated film chronicles the ups and downs of being a worm and teaches children facts about worms.

The Ezra Jack Keats Library

This video is a collection of well known stories by Ezra Jack Keats. Titles in this collection: The Snowy Day, Whistle for Willie, Peter's Chair, Letter to Amy, Apt. 3, Pet Show!, and The Trip. This video also includes the 6-minute, Getting to Know Ezra Jack Keats which was filmed in 1970 and features Keats discussing what influenced his work as a children's book author and illustrator.

Open Wide: Tooth School Inside

Based on the book by Laurie Keller, this animated film makes learning about teeth entertaining and interesting. Presenting fascinating facts and tasty tidbits about teeth and dental hygiene, this lively cast of characters will have viewers happily reaching for their toothbrushes.

Seasons and Changes

This enchanting video adaptation of award-winning, outstanding children's literature will help to make books come alive for every child, no matter their learning style. This classroom collection includes these 3 titles: The Mysterious Tadpole, by Steven Kellog; The Caterpillar and the Polliwog, by Jack Kent; and, Time of Wonder, by Robert McCloskey.

The Wheels on the Bus

Based on the book by Paul O. Zelinsky, this animated film brings to life one of the most well-known and classic children's songs.



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.



Above are NSTU delegates from this year's Conference on New Techniques and Classroom Teaching (CONTACT). This year's CONTACT New Horizons: The View From Here, was hosted by Newfoundland and Labrador Teachers' Federation and took place August 7 to 10 at Memorial University of Newfoundland's Grenfell Campus in Corner Brook. This regional conference is organized by the Nova Scotia Teachers Union, the New Brunswick Teachers' Association, association des enseignantes et des enseignants francophones du Nouveau-Brunswick, Prince Edward Island Teachers' Federation and the Newfoundland and Labrador Teachers' Association. It provides teachers with the opportunity to remain current in their profession and make contact with colleagues from the Atlantic region.



Brought to you by the South Shore Regional Centre for Education, this conference features: Ruben Peuntedura (SAMR model of Technology Integration); Kirk Behnke (UDL) & Joy Zabala (Assistive Technology) discussing including ALL learners in the classroom when reaching re-definition with technology integration.

Many other exciting sessions available focus on access for all learners in the classroom and beyond.

JOIN US for this exciting CONFERENCE

TEACHING AND LEARNING ABOVE THE LINE: ACCESS FOR ALL

September 28-29, 2018!

@SAMRDLAT2018

#SAMRDLAT2018

Register at this link:

<https://www.eventbrite.ca/e/ssrsb-teaching-and-learning-above-the-line-access-for-all-samr-udl-at-conference-tickets-43617753876>

PLAYSAFE: Don't Let It Happen to You

I teach other kids to stay away from dangers. PLAYSAFE!



In The War Amps new "kids-to-kids" safety video, young amputees share their stories about how they lost limbs in accidents and teach other children to spot the dangers in their neighbourhoods. Together, they deliver the hard-hitting but positive PLAYSAFE message and provide helpful tips about how to choose safe places to play.

This valuable resource for educators can be viewed at waramps.ca/playsafe



The War Amps

The deadline for the October issue of The Teacher is September 28

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

executive highlights

July 4, 2018

- Approved motion that Drew Moore replace Cherie Abriel as PE Member for Colchester-East Hants for the remainder of the term.
- Personnel Committee Report:
 - Approved a recommendation that Preman Edwards be offered a probationary contract in Member Services effective August 1, 2018.
 - Approved a recommendation that Camille Toulany be offered the term contract for Finance Officer for the maternity / parental leave position effective August 1, 2018.
 - Approved a recommendation that Adrian Amirault be offered a five-year personal services contract as Executive Director.
 - Approved a recommendation that Anne Rodrigue's term contract be extended for six months to a maximum of 40 days.
 - Approved a recommendation that the new Executive Director be offered up to 15 days to consult with the previous Executive Director for transition to the position within 6 months of commencing the position.
- Approved a recommendation that a document be prepared to share with members clearly outlining hiring procedures followed in the recent Executive Director competition and rationale behind not following NSTU operational procedures.
- Approved a recommendation that the Assistant Executive Director be offered the Acting Executive Director position effective August 1, 2018 until the new Executive Director takes office.
- Employee Pension Plan Amendments:
 - Approved amendments to the Nova Scotia Teachers Union Employees' Pension Plan.
 - Further clarification will be provided on Amendment #1 and an electronic vote will be conducted.
- Incoming President attend CTF AGM:
 - Approved a recommendation that the incoming President be permitted to attend the CTF AGM as an observer as part of the transition into the position. If said cost is not covered by CTF, it will come from the President's expense budget.



Pack your bags and get away...

Escape all the back to school stress and treat yourself to a Delta Staycation with your NSTU Leisure Rate.

starting at
\$115
 per night

RESERVATIONS: 1-800-268-1133
 ONLINE BOOKING CODE: YTY

Taxes not included. Based on single/double occupancy per night and includes self-parking for \$12, complimentary local and long-distance access fees, and HSA. NSTU card must be presented upon check-in.

WWW.MARRIOTT.COM/YHZHF

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3RD DEGREE TRAINING

8 WEEKS OF UNLIMITED CLASSES



- HIGH ENERGY INSTRUCTOR & MOTIVATOR LEAD CLASSES
- CUSTOMIZED FOR YOUR FITNESS LEVEL
- RESULTS BASED TRAINING
- IT'S MOTIVATING, FUN AND REWARDING

3RD DEGREE TRAINING

Classes START Tuesday, September 4th, 2018

**NSTU MEMBERS ARE ENTITLED TO
 15% OFF YOUR FIRST
 8 WEEK FITNESS CAMP!**

LOCATIONS:

30 Oland Court - Suite 104 - Dartmouth NS (902) 463-7575

102 Chain Lake Drive - #11 - Halifax, NS (902) 388-5161

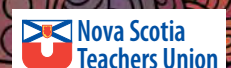
To See Our Convenient Class Schedule Or To Sign Up Visit:

www.3rdDegreeTraining.com

3RD DEGREE TRAINING
 Your Body is Your Gym

**WORLD TEACHERS' DAY
 2018.10.05**

Teachers,
 the **heartbeat** of
 public education



Canadian Teachers' Federation
 Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca



NSTU Group Insurance Program

Benefit Overview and Important Information for New Members

update

The NSTU, through the NSTU Group Insurance Trustees, offer excellent comprehensive benefit coverage to active members of the Nova Scotia Teachers Union.

If you are a new NSTU member and have a term, probationary or permanent contract, you are eligible for benefits under the NSTU Group Insurance Plan.

You will receive an enrollment package mailed to your home address, which will include the Insurance Profile, as well as required enrollment/application forms. Please review the information in the enrollment package to ensure you enroll on a timely basis and receive the benefits you are entitled to receive as an NSTU member.

Once you receive your new member package or if you have any questions regarding any of the benefit programs, please contact Johnson Inc., the Administrators of the NSTU Group Insurance Plan at 902-453-9543 (local) or 1-800-453-9543 (toll-free).

Mandatory Benefits	<ul style="list-style-type: none"> New members are automatically enrolled in the mandatory benefits: Provincial Master Life Provincial Master Accidental Death & Dismemberment (AD&D) Long Term Disability
Total Care Medical	<ul style="list-style-type: none"> To enrol in the Total Care Medical members must complete the application form You may apply for this benefit plan at any time provided you are actively at work
Total Care Dental	<ul style="list-style-type: none"> To enrol in the Total Care Dental members must complete the application form As a new member you have 31 days from the date you receive your enrollment package If you do not enroll within 31 days, coverage will not be processed until the following September
Optional Life	<ul style="list-style-type: none"> As a new member, the initial \$30,000 of optional life coverage is not subject to medical evidence of insurability, if your application is received within 31 days from the date you receive your enrollment package

BENEFIT HIGHLIGHTS

Total Care Medical	<p>Provides comprehensive supplementary health care including prescription drug coverage, semi-private hospital room, vision care, paramedical services, and many other benefits as outlined in the Group Insurance Profile</p> <p>Premium is 100% paid by the employer</p>
Total Care Dental	<p>Provides basic preventative services, major restorative services, prosthodontic and orthodontic services</p> <p>Cost shared with the Employer: Member pays 35% for basic preventative and major restorative premiums, and 100% for prosthodontic and orthodontic premiums: Member Monthly Cost: \$19.49 (Single) and \$41.25 (Family)</p>
Provincial Master Life	<p>Provides a life benefit of \$50,000 payable to your designated beneficiary</p> <p>Includes dependent life benefit of \$3,000 for your spouse and \$1,500 for each eligible dependent child</p> <p>It is very important that you designate a beneficiary and a contingent beneficiary for your provincial master life insurance</p> <p>Premium is 100% paid by the employer</p>
Provincial Master AD&D	<p>Provides members with financial support in the event of an accidental death or dismemberment (AD&D) of part or limb, loss of sight, hearing or speech</p> <p>Accidental death benefit in the amount of \$50,000; dismemberment based on Schedule of Losses detailed in the Insurance Profile</p> <p>Premium is 100% paid by the employer</p>
Long Term Disability	<p>In the event that you become totally disabled and not able to work, LTD provides a monthly income equal to 70% of your gross monthly salary</p> <p>As a member you pay 50% of the premium, and as a result the LTD benefit is taxable</p> <p>While on LTD, pension contributions are required to continue and you continue to accumulate pensionable service</p>

OPTIONAL BENEFITS AVAILABLE TO MEMBERS

NSTU members have the opportunity to purchase additional insurance coverage through payroll deduction for a number of optional benefits, including:

- optional group life/spousal life insurance
- voluntary accidental death & dismemberment (AD&D)
- MEDOC® travel insurance
- MEDOC® trip cancellation / interruption insurance
- voluntary critical illness insurance
- home/auto insurance.
- These coverages are 100% paid by the member and are offered at competitive premium rates. Details on these programs are contained within the Group Insurance Profile.

OTHER VALUABLE BENEFITS AVAILABLE TO NSTU MEMBERS

NSTU Member Assistance Program (MAP)

MAP's services are briefly described below.

- **NSTU Counselling Services:** There are two counsellors on staff that provide short-term counselling services to **NSTU members, their partners, and dependent children.** This service is designated to provide help and intervention at an early stage of difficulty. Intervention is also provided for schools in conflict and crisis. Members are referred to an appropriate community based resource for long term counselling if the short-term model has not fully addressed the issue(s). This service is confidential.
- **Early Intervention Program (EIP):** This program is for **active NSTU members** only who are working or absent from work and experiencing injury or illness and struggling to remain at work or return to work. There are two Early Intervention Coordinators who are Occupational Therapists. Their focus is to maintain or improve a member's independence and help to decrease the incidence and duration of a disability. This is a confidential service and EIP staff can travel to your community.

Resilience®

Resilience® is an Employee and Family Assistance Program for **active NSTU members** who have a permanent, probationary or term contract. **Active NSTU members and their eligible dependents** can reach a team of experienced counsellors from Homewood Health™ who will listen to the issue, offer sound advice and help create an action plan. This program also provides Plan Smart and Career Smart Services which includes Childcare and Parenting Caregiver Support Services, Elder & Family Care Services, Legal Advisory Services, Nutritional Support, and many others. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

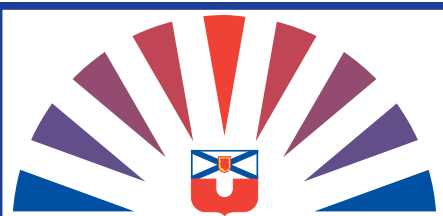
CAREpath

CAREpath is a service provided to all **active and retired members of the NSTU** by the NSTU Group Insurance Trustees. CAREpath is a unique health care navigation program led by a comprehensive and experienced team of highly trained health care specialists, including nurses, physicians and support staff. CAREpath is designed to help members navigate through the health care system and get the right kind of care, at the right time, in the right place. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

HealthCareAssist Program	Provides individualized case management for all types of medical conditions and fully navigates NSTU members all the way through their diagnosis, treatment & ongoing care.
Cancer Assistance Program	Designed to provide members and their family with answers, guidance and support. Navigates cancer patients, their spouses and their dependent children through the public health care system.
Seniors' Care Assistance Program	This program is the only service in Canada that connects members, immediate family and parents to a Registered Nurse who specializes in senior care assistance. The program helps members understand their senior care choices and ensure they get the right care every time.

Summary

This information provides a brief overview of the benefits available through the NSTU Group Insurance Program. Full details are contained within the Group Insurance Profile. Although every effort has been made to ensure the information presented in this article is accurate, if there are variations between the information and the provisions of the policy or insurance contract, the policy/contract will prevail.



PROFESSIONAL ASSOCIATIONS PROFESSIONNELLES

NO ON-SITE REGISTRATION

Register Early!

2018 NSTU Professional Associations Conferences

Friday, October 26, 2018

Online Registration

Opens – September 7

Closes – October 12

(no refunds after October 12)

- | | | |
|----|--------|--|
| 1 | AAE | NSCC, MARCONI CAMPUS |
| 2 | AEA | École du Carrefour, DARTMOUTH |
| 3 | AST | Halifax West High, HALIFAX |
| 4 | ATA | SYDNEY, TRURO, HALIFAX & CANNING |
| 5 | ATEC | Cineplex Theatre, DARTMOUTH CROSSING |
| 6 | ATENS | Prince Andrew High School, DARTMOUTH |
| 7 | ATYA | Riverside Education Centre, MILFORD |
| 8 | BETA | HALIFAX |
| 9 | EDANS | DARTMOUTH High School |
| 10 | FSTA | St. Matthew's United Church, HALIFAX |
| 11 | MTA | Charles P. Allen High School, BEDFORD |
| 12 | NSMEA | Dartmouth South Academy, DARTMOUTH |
| 13 | NSSCA | Citadel High School, HALIFAX |
| 14 | NSTALL | Cobequid Educational Centre, TRURO |
| 15 | NSTEA | Park View Education Centre, BRIDGEWATER |
| 16 | PETA | Cineplex Cinemas Bayers Lake, HALIFAX |
| 17 | PISA | Mount Saint Vincent University, HALIFAX |
| 18 | SPAA | Best Western Plus, DARTMOUTH |
| 19 | SSTA | Saint Mary's University, HALIFAX |
| 20 | TAPHE | Sackville High, LOWER SACKVILLE |

2018 Provincial Conference Sites



For Conference details & Registration go to www.nstu.ca

As per NSTU Operational Procedure 14(e)(iii): **RECEIPTS OF PAYMENT** and attendance will not be distributed until the conference has concluded.

While we encourage members to have a NSTU web account, one is **NOT REQUIRED** to register for a conference. You may register utilizing any email account. The advantage to accessing the form with a NSTU username and password, plus confirmation of your identity with either your professional or NSCC employee number, is that your personal information will be automatically entered into the registration form.

NSTU web account activation is automated. You may activate an account from the NSTU website. Simply follow this link (<http://www.nstu.ca/the-nstu/communications/nstu-web-account/>) to the page containing activation information. Please read the information on the page carefully before activating your account.

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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 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.

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, trails 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.

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

Deals & Discounts

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



NSTU Member Engagement Day
Friday, October 5, 2018

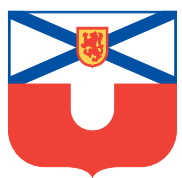
REMEMBER RECONNECT CHARGE



Journée de l'engagement des membres du NSTU
vendredi, 5 octobre, 2018

SE RAPPELER SE RAPPROCHER SE RESSOURCER

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.

THERE'S NO LIMIT TO WHAT STUDENTS CAN DO

When students get the support, attention and resources they need, there are no limits to what they can do.

That's what Nova Scotia teachers are striving for every day.

WHEN WE ALL PULL TOGETHER, OUR KIDS CAN AMAZE US.

Nova Scotia Teachers Union NSTU.ca