



## Public school negotiations open

The Nova Scotia Teachers Union and the Department of Education and Early Childhood Development opened negotiations for a new Teachers' Provincial Agreement on May 9 at 9:30 a.m. at the NSTU building in Halifax.

"I am hopeful we will engage in free and fair collective bargaining during this round of negotiations," says NSTU president Paul Wozney. "We hope to achieve a contract that will be ratified by our public school members."

At this initial meeting both parties established ground rules for negotiations, exchanged asking packages, and worked on setting up a schedule of further meetings. The next dates for bargaining have been set for June 4 and 5, 2019.

On May 28 and 29 regional meetings will take place for NSTU members around the province. During this series of meetings, NSTU executive staff officers will provide NSTU members with both asking packages—the NSTU's and Government's. An up-to-date schedule will be posted on the NSTU website in the Negotiations section.

Articles in the NSTU asking package were derived from some 400 submissions from the NSTU membership to the Provincial Economic Welfare Committee, who prepared the package for approval by the Provincial Executive.

The current provincial agreement, legislated through Bill 75 in February 2017 will expire on July 31, 2019. Important updates during the negotiation process will be distributed to NSTU members through NSTU email, and posted on the negotiations section of the NSTU website.

The NSTU team consists of:

- Paul Wozney – President
- Tami Cox-Jardine – First-President
- Ian Kent – Member Queens Local
- Ryan Lutes – Member Halifax City Local
- Wanda Rodgeron-Fuller – Member Yarmouth Local
- Janine Kerr – Executive Director

Simon Wilkin – Assistant Executive Director  
Wally Fiander – Lead Negotiator

The Department of Education and Early Childhood Development's Team consists of:

- Ron MacLeod – External Lead Negotiator
- Angela Kidney – Director, RCE Labour Relations
- Mandy Proulx – Labour Consultant
- Tracy O'Kroneg – HR Director HRCE
- Charmaine Romkey – HR Director TCRCE & SSRCE

Paul Ash – Regional Executive Director, SSRCE  
David Potter – Director of Finance, EECD  
Ann Power – Executive Director Student Equity and Support Services, EECD  
Ford Rice – PSAANS Representative.

The parties agreed to keep their discussions at the table confidential. "Talks are confidential, but we will let members know of important issues and matters as they arise," says Wozney.



Front row: Ian Kent, Tami Cox-Jardine and Wanda Rodgeron-Fuller. Back Row: Simon Wilkin, Ryan Lutes, Paul Wozney and Wally Fiander. Missing: Janine Kerr.

## Schools Face Program Cuts

Dozens of schools around Nova Scotia have experienced a cut to their Early Literacy Support program (ELS), a decision that will negatively impact hundreds of students says NSTU President Paul Wozney.

Wozney's comments come after the Halifax Regional Centre of Education confirmed to multiple media outlets that it's cutting 20 ELS positions and redistributing them to other areas.

"ELS is a program that helps young children in Grades Primary to 3 learn how to read. Because of these cuts, students that have already been identified as needing extra support won't be able to get it," says Wozney. "The combination of ELS with Reading Recovery has proven effective. To compromise this formula without consultation or explanation makes little sense. Teachers and parents with a front-line view of our school system are legitimately concerned a reduction in ELS will result in more students falling through the cracks."

The NSTU has also been made aware of other cuts to programs currently provided at individual schools. Along with significant cuts to ELS, many teachers have been informed of reductions to O<sub>2</sub> funding along with the reductions of School Guidance Counselling and Learning Centre positions at schools across the province."

"The government claims it has added new teachers this year, but at the same time it is doubling down on an outdated enrolment formula with little consideration given to students' needs," says Wozney. "Resources are being spread very thin and cuts at individual schools will negatively alter program delivery."

The NSTU is also concerned parents have not been officially notified about these changes and instead are learning about them through word-of-mouth and on social media. He has called on Government to release a comprehensive list of schools that have suffered cuts.

"Without English school boards, Nova Scotia now has the least transparent education system in Canada. It's entirely unfair that major decisions are being made that impact students, while most parents and communities are being kept in the dark. This is no way to manage your public-school system," says Wozney.



NSTU president Paul Wozney meets with Dartmouth Local specialists at an after-school meeting during his tour of the Local on May 7.



# people

## NSTU and Chignecto Regional Centre for Education sign new regional agreement

On April 10, a new regional collective agreement was signed between the NSTU and the Chignecto-Central Regional Centre for Education. In an online vote on April 3, members of the Colchester-East Hants, Cumberland, and Pictou Locals ratified the tentative agreement. Fifty-eight per cent of NSTU members working for the CCRCE voted 93 per cent in favour of the agreement. The term of this agreement runs from the official signing of April 10, 2019 until July 31, 2023. The agreement was reached over five days of bargaining. The parties gained agreement on clauses pertaining to staffing, and personal/special leaves. Both the NSTU and HRCE congratulate all parties, especially the negotiating teams for their work.



Members of both negotiation teams are shown. Back row (l-r): Cumberland Local president Lindsay Crossman Wheaton; Executive Staff officer Kyle Marryatt; former Coordinator of HR for CCRCE, now Director of HR Jessi Taggart, and Colchester-East Hants first VP Lori MacIntosh. Front row: Supervisor for Cobequid Family of Schools Ian MacLeod; RRC Chair and Colchester-East Hants Local president Christene Caudle; CCRCE's former director of Human Resources Allison McGrath; and Pictou Local president Myla Borden. Missing: Cumberland's First VP Hope Lemoine and Pictou's First VP Sonya Purdy.

## Ad hoc Nova Scotia Federation of Labour committee

Shown are members of NSTU's ad hoc Nova Scotia Federation of Labour Committee at a meeting at the NSTU on April 3. This committee, comprised of provincial executive members, is the conduit between the NSTU and the Nova Scotia Federation of Labour. NSTU president Paul Wozney is an executive vice president of the Federation and NSTU past president Liette Doucet, is a general vice president representing the NSTU. With them are (seated): Angela Deagle (Antigonish-Guysborough) and staff liaison Preman Edwards and (standing) Ian Kent (Lunenburg-Queens), and Doug Read (Pictou).



**THE teacher**  
INVOLVING | INFORMING | INSPIRING  
ISSN 0382-408X

**Managing Editor: Angela Murray**  
**Contributing Writer: Mark Laventure**  
**Advertising & Circulation: Nancy Day**  
**Layout: Paul Hamer**

Published eight times a year (September-June)  
by the **Nova Scotia Teachers Union**

**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](mailto:theteacher@nstu.ca)  
Website: [www.nstu.ca](http://www.nstu.ca)

Submission deadlines for 2017-2018:  
**ISSUE..... DEADLINE**  
June ..... May 31

**Mailed under Canada Post Publications Agreement Number 40063555.**

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## Black Educators Association addresses provincial executive and Local presidents

During the April Local Presidents conference and April 6 provincial executive meeting, Karen Hudson, President of the Black Educators Association (BEA), outlined the structure and the current initiatives of the BEA for NSTU leaders.

Through her informative and engaging presentation NSTU leaders discovered that BEA is celebrating its 50th year this year and is the oldest non-profit black educators' organization in Canada. The NSTU, provincial executive members and Locals look forward to a continued positive relationship with the BEA and have offered to promote its programs with teachers around the province. Teacher resources are available from the BEA. Visit their website at <http://www.theblackeducators.ca/> or contact their office directly for further information.



Shown left to right: NSTU executive director Janine Kerr, first vice-president Tami Cox Jardine, secretary-treasurer Thérèse Forsythe, second vice-president Lori MacKinnon, Pictou Local president Myla Borden, BEA president Karen Hudson, NSTU president Paul Wozney, BEA vice president Andrea Noylander, Chair of BEA's Curriculum Committee Rachael Ross, and BEA Program Director Jacqueline Smith-Herriott and past president Liette Doucet.

## Teachers' Pension Plan net assets at \$4.938 billion at year-end 2018

On April 29, 2019, the Nova Scotia Teachers' Pension Plan Trustee Inc. (TPPTI) announced that the Teachers' Pension Plan's (Plan) net assets were \$4.938 billion as at December 31, 2018, down from \$5.111 billion at the end of 2017. The funded status of the Plan at the end of 2018 decreased to 75.3% on a going-concern basis, compared to 78.4% at the end of 2017.

The decrease in the Plan's funded ratio as at December 31, 2018 was the result of three main factors:

1. Contributions received by the Plan were substantially less than the value of benefits paid out to retirees and survivors.
2. Plan liabilities continued to increase.
3. Flat investment returns in 2018 did not offset the losses incurred under numbers 1 and 2.

At year-end 2018, the Plan achieved a one-year return of +0.42 per cent, gross of investment management fees (+0.17 per cent, net of investment management fees). The Plan outperformed the benchmark of -0.03 per cent by 20 basis points and underperformed the actuarial assumed rate of return of 6.05 per cent.

"In 2018, equity markets were modestly positive in the first three quarters but suffered a market collapse and the return of volatility in the fourth quarter. This created a challenging investment climate. The Plan's asset mix is intended to reduce risk during turbulent periods. The asset mix met this objective," stated TPPTI Chair, John B. Carter.

The low funded ratio of the Plan remains concerning to TPPTI, and TPPTI continues to support the sponsors of the Plan, the Province of

Nova Scotia and the Nova Scotia Teachers Union, in their efforts to improve the Plan's health. To that end, Carter said, "I am pleased to advise that the Plan Sponsors and TPPTI have commenced a joint initiative, which includes the retention of an independent pension consultant, to identify meaningful changes in order to improve the long-term financial sustainability of the Plan and increase the retirement security of its members. The report of the independent pension consultant is anticipated to be completed later in 2019, and TPPTI will be encouraging the Plan Sponsors to effect Plan amendments based on the report's recommendations."

The consultant is Blake, Cassels & Graydon, LLP (Blakes), with Kathryn Bush as lead.

"We are pleased government has agreed to a joint initiative allowing for an independent pension consultant to review the plan and make suggestions to improve its long-term health," said NSTU president Paul Wozney. "While there is no immediate risk to the Teacher's Pension Fund, we are nonetheless discouraged by the small drop in funding and share the view of the Trustee Chair that steps are needed to address current challenges.

By working together with our partners on the pension board we intend to pursue significant and meaningful change to protect teachers' hard-earned pensions in a manner that is both reasonable and sustainable for the parties involved."

To read the 2018 Teachers' Pension Plan Annual Report, visit the Plan's website at: [www.nstpp.ca/teachers/about/plan-performance](http://www.nstpp.ca/teachers/about/plan-performance)

## Education Research Award

NSTU president Paul Wozney and past president Liette Doucet presented Stephanie George (Colchester-East Hants Local) with her NSTU Education Research Award certificate during Annual Council 2019. George's research was titled: *It's a Girl Thing in Nova Scotia Schools: Shining from the Inside Out*.

Since 2003 the NSTU has recognized teachers for completed education research. An annual fund of \$3,500 encourages and assists education research, with no individual award exceeding \$475. To be eligible individuals must be active members of the NSTU. Recipients are chosen through a peer assessment review by members of NSTU's professional development committee. The deadline for next year's applications is the December 4, 2019 by 4:00 p.m.



Stephanie George (centre) receives her Education Research Award certificate.

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# from the nstu president

## Report to Annual Council 2019

*(excerpt from Paul Wozney's Address to Council 2019)*

We are a union not just of teachers and educational specialists. We are a union of innovators, advocates and leaders—8,750 strong.

Each and every day you and your peers strive to make a difference in the lives of young people, to build a stronger future for our province, and ensure our children can succeed and make a difference in the world.

Your task is a significant one, filled with daily challenges unique to our profession. It is my honour to serve as your advocate for a stronger public education system. In spite of a lot of government driven turbulence, I'm amazed at your perseverance and what you are able to accomplish for your students.

Since our last meeting, our union and our profession has faced adversity. It has not been an easy year, following the imposition of the Glaze Report in Bill 72. We've been forced to adjust to a loss of membership, while also working to foster new relationships with organizations such as the Public School Administrators Association of Nova Scotia.

In the face of these challenges, I want to highlight the work of our Provincial Executive. When the current executive got down to work, they had a four-month backlog of business to get through. Not only did they conquer that mountain, but they have helped facilitate positive change. Your provincial executive has also strived to increase transparency within our organization so you have access to the information you need in a timely manner.

Having navigated through some stormy waters we now find ourselves on the edge of another round of bargaining. The NSTU has worked tirelessly to place our members on solid ground, well prepared for what could lie ahead.

Our Provincial Economic Welfare Committee undertook one of the most significant member engagement exercises in our organization's history in drafting our current asking package. We received and considered almost 400 submissions from members, almost three times what was received the last time round.

The Political Action Committee you created held its inaugural meeting earlier this year. The focus of this committee is to help members engage with elected officials to affect meaningful change. This group has also been charged with developing strategies to mobilize teachers on an ongoing basis to ensure that issues related to public education remain on the front burner and to position the NSTU as the leading voice for education, and social justice issues impacting our classrooms.

Our hope is that government will engage in free and fair collective bargaining. So far the current government has not been fair to teachers. It has not effectively managed our public education system, nor has its lofty rhetoric come anywhere close to matching the reality you see each and every day in your classrooms.

Nonetheless, we have worked hard over the past few months to put differences aside and attempt to engage with Minister Churchill and Premier McNeil in a fair and constructive manner.

We pushed for, and received an invitation to address the Liberal caucus this fall. In February, for the first time in almost 30 years, the NSTU appeared at the Provincial Standing Committee at Public Accounts to discuss the current state of our pension fund. We've partnered with government to increase the maximum number of days retired teachers can substitute, to update certification practices and to enhance public confidence in teachers through periodic background checks.

This has not necessarily been an easy or comfortable process, but it's important to try and rebuild bridges whenever possible. For more than a century the NSTU was able to maintain a functional relationship with governments from all three political parties. Prior to 2017, the NSTU had never used province-wide job action and had always been able to reach collective agreements at the table.

Nova Scotia teachers have an historic reputation for working collaboratively with government. This approach served us well for over a century before the last round of contract talks. It's important we don't forget our past and draw on the wealth of experience of our predecessors and follow the example they have set for many generations.

But let me be clear, if this government decides to operate in bad faith again, we are not going to sit on our hands. Thanks to your hard work, the NSTU is in a better position than ever to defend its rights against the actions of a hostile government.

NSTU members deserve proactive leadership. The NSTU needs to be a consensus builder, constantly striving to expand our circle of influence in the best interests of public education. Real progress, the kind that can't be easily undone, is never achieved alone. It requires alliances to be formed and trust to be built with a range of stakeholders. That's what we are striving to do.

## Rapport à l'AGA du Conseil – 2019

*(extrait du discours de Paul Wozney à l'AGA du Conseil 2019)*

Notre syndicat n'est pas uniquement composé d'enseignants et de spécialistes de l'éducation. Notre syndicat est aussi composé d'innovateurs, de défenseurs des droits et de leaders – au nombre de 8 750.

Chaque jour, vos collègues et vous-même faites tout ce qui est en votre pouvoir pour influencer le cours de la vie des jeunes, bâtir un avenir meilleur pour notre province et faire en sorte que nos enfants puissent réussir et influencer le cours du monde.

Votre tâche est très importante et elle comporte des défis quotidiens propres à notre profession. C'est un honneur pour moi de défendre la cause d'un système d'éducation publique plus robuste. En dépit des nombreuses turbulences causées par le gouvernement, je suis impressionné par votre persévérance et par ce que vous êtes en mesure d'accomplir pour vos élèves.

Depuis notre dernière assemblée, notre syndicat et notre profession ont dû faire face à l'adversité. Cela n'a pas été une année facile, à la suite de l'imposition du rapport Glaze au sein du projet de loi 72. Nous avons été forcés de nous adapter aux conséquences d'une perte de membres, tout en travaillant également à l'établissement de nouvelles relations avec des organisations telles que l'Association des administratrices et administrateurs des écoles publiques de la Nouvelle-Écosse.

Face à ces défis, je tiens à souligner le travail de notre Comité exécutif provincial. Lorsque les membres de l'actuel Comité exécutif se sont mis au travail, ils avaient quatre mois d'affaires en retard à rattraper. Non seulement ils ont relevé ce défi, mais ils ont aussi contribué à apporter des changements positifs. Votre Comité exécutif provincial s'est également efforcé d'améliorer la transparence au sein de notre organisation afin que vous ayez accès en temps voulu aux informations dont vous avez besoin.

Après avoir navigué ces eaux houleuses, nous nous trouvons maintenant à l'approche d'une nouvelle ronde de négociations. Le NSTU a travaillé sans relâche pour placer ses membres sur une assise solide et bien les préparer à ce qui pourrait arriver.

Notre Comité provincial du bien-être économique a entrepris l'un des plus importants exercices de mobilisation des membres de l'histoire de notre organisation en vue de rédiger notre cahier de revendications actuel. Nous avons reçu et étudié près de 400 soumissions de membres, soit près de trois fois plus que le nombre reçu la dernière fois.

Le Comité d'action politique que vous avez créé a tenu sa réunion inaugurale plus tôt cette année. Ce comité a pour objectif d'aider les membres à communiquer avec les représentants élus pour apporter des changements significatifs. Ce groupe a également été chargé d'élaborer des stratégies visant à mobiliser en permanence les enseignants afin de garantir que les questions liées à l'éducation publique demeurent au premier plan et de positionner le NSTU en tant que porte-parole majeur pour ce qui est de l'éducation et des enjeux de justice sociale qui touchent nos salles de classe.

Nous espérons que le gouvernement s'engagera dans des négociations collectives libres et équitables. Jusqu'à présent, le gouvernement actuel n'a pas été juste envers les enseignants. Il n'a pas géré efficacement notre système d'éducation publique, et sa rhétorique arrogante est sans aucun rapport avec la réalité que vous vivez chaque jour dans vos classes.

Néanmoins, nous avons travaillé activement au cours des derniers mois pour mettre de côté nos divergences et tenter de dialoguer avec le ministre Churchill et le premier ministre McNeil de manière équitable et constructive.

Nous avons réclamé et reçu une invitation à prendre la parole devant le caucus libéral cet automne. En février, pour la première fois depuis près de 30 ans, le NSTU a témoigné devant le Comité provincial permanent des comptes publics pour discuter de la situation actuelle de notre fonds de pension. Nous nous sommes associés au gouvernement pour augmenter le nombre maximum de jours de remplacements pour les enseignants retraités, mettre à jour les pratiques de certification et renforcer la confiance du public à l'égard des enseignants au moyen de vérifications régulières des antécédents.

Ce processus n'a pas forcément été facile ou aisé, mais il est important de tenter autant que possible de reconstruire des liens. Pendant plus d'un siècle, le NSTU a été en mesure d'entretenir des relations de travail fonctionnelles avec les gouvernements des trois partis politiques. Avant 2017, le NSTU n'avait jamais eu recours à des mesures de pression au travail à l'échelle de la province et avait toujours réussi à conclure des conventions collectives à la table de négociations.

Les enseignants de la Nouvelle-Écosse ont une réputation historique de collaboration avec le gouvernement. Cette approche nous a bien servi pendant plus d'un siècle avant la dernière ronde de négociations contractuelles. Il est important pour nous de ne pas oublier notre passé, de tirer parti de la vaste expérience de nos prédécesseurs et de suivre l'exemple qu'ils nous ont montré pendant de nombreuses générations.

Mais soyons bien clairs, si ce gouvernement décide d'agir à nouveau de mauvaise foi, nous n'allons pas rester les bras croisés. Grâce à votre travail acharné, le NSTU est mieux placé que jamais pour défendre ses droits contre les actes hostiles d'un gouvernement.

Les membres du NSTU méritent un leadership proactif. Le NSTU doit encourager le consensus et chercher constamment à élargir sa sphère d'influence dans l'intérêt primordial de l'éducation publique. Les réels progrès, ceux qui ne peuvent être facilement détruits, ne sont jamais accomplis isolément. Nous devons former des alliances et créer un climat de confiance avec un large éventail d'intervenants. C'est ce que nous nous efforçons de faire.

## Excellence in Inclusive Education Celebrated during Education Week 2019

This year's Provincial Education Week honoured teachers, administrators, early childhood educators, school support staff and education partners in the area of inclusive education.

This year's theme, *Inclusive Education: Helping our students and children succeed/ Inclusion scolaire: pour aider nos élèves à connaître la réussite*, focused on recognizing educators and school support staff who have gone above and beyond in providing inclusive supports to students, making them feel welcomed, appropriately challenged, and supported in their efforts. Within an inclusive education, learning environments are fostered where individual needs are met and every student has an opportunity to succeed.

Lieutenant Governor Arthur J. LeBlanc and Education and Early Childhood Development Minister Zach Churchill presented the awards and recognized recipients at a ceremony at Dartmouth South Academy on April 15.

"It is tremendous to see how educators in our quickly changing modern day and age push forward to adapt their teaching styles to foster individual approaches to education," said Lt.-Gov Arthur J. LeBlanc. "By focusing on students' individual needs, strengths and abilities, educators create an environment throughout Nova Scotia that lays the foundation for success in our future generation."

NSTU first vice-president Tami Cox Jardine brought greetings on behalf of NSTU president Paul Wozney. "Classroom teachers, specialist teachers, school counsellors and psychologists and speech-language pathologists work together with their teaching, administrative, and support colleagues to provide to positive inclusive, and respectful learning environments where diversity is valued and students can thrive," she said. "I'm heartened to see the involvement of students in this ceremony, because that's why I teach and that's why we are all here today."

The Dartmouth South Academy performed at the ceremony, and student speakers from École du Carrefour, Auburn Drive and J.L. Ilsley High school highlighted their positive experiences with inclusive education.

Sixty-four recipients were recognized for going above and beyond to provide inclusive supports to students and children, make them feel welcomed, appropriately challenged and supported.

"Together, we can make a positive difference in the lives of our students and children," said Minister of Education and Early Childhood Development Zach Churchill. "Providing inclusive supports to students is one of our top priorities."

Education Week ran from April 14 to 20 and is collaborative effort of education partners in education including the Nova Scotia Teachers Union, the Department of Education and Early Childhood Development, the Nova Scotia Federation of Home and School Associations, the Public School Administrators Association of Nova Scotia, la Fédération des parents acadiens de la Nouvelle-Écosse, the Council on African Canadian Education, and the Council on Mi'kmaq Education. This year's ceremony was the first time since 2016 that a ceremony has taken place.

A full list of this year's award recipients is shown on this page. For more information visit [www.ednet.ns.ca/education-week-2019](http://www.ednet.ns.ca/education-week-2019).



Dartmouth South Academy's school choir sings *Lift Every Voice and Sing* under the direction of Kelly Slade.



NSTU's first vice-president Tami Cox Jardine brought greetings on behalf of the NSTU.

The Provincial Education Week Committee congratulates all recipients of this year's

# Education Week 2019 Awards

#### Educator Award

Erin Arnold (AVRCE)  
Stephanie Fraser (AVRCE)  
Katrina Salmon (AVRCE)  
Whitney Van Blarcom (AVRCE)  
Kim Corbett (CBVCE)  
Alice Francis (CBVCE)  
Lynzee MacNeil (CBVCE)  
Nick Davison (CCRCE)  
Misty Martell-Ferdinand (CCRCE)  
Susan Smith (CCRCE)  
Eric Morneau (CSAP)  
Jennifer Surette (CSAP)  
Janie Vautour (CSAP)  
Patricia (Trish) Cuvelier (HRCE)  
Lindsay Smith (HRCE)  
Becca Wall (HRCE)  
Bernadette McIntosh (SSRCE)  
Lydia Skoreyko (SSRCE)  
Julie Jean (SRCE)  
Chelsea MacCuspig (SRCE)  
Christie MacDonald (SRCE)  
Annamarie Talbot (SRCE)  
Margaret Selig (TRCE)  
Terri Spinney (TRCE)  
Heidi Tudor (TRCE)

#### Public School Administrator Award

Victoria Laurence (AVRCE)  
Lisa MacLean (CBVCE)  
Jeff Lynds (CCRCE)  
Sophie Pednault (CSAP)  
Eartha Monard (HRCE)  
Allan Turner (SSRCE)  
Ann Whalley (SRCE)  
Don Berry (TRCE)

#### Early Childhood Educator Award

Theresa MacLeod (AVRCE)  
Michelle Dawson (CBVCE)  
Sarah Kinnear (CCRCE)  
Kelly Porter (CSAP)  
Angie Aucoin (HRCE)  
Cindy MacLean (SSRCE)  
Jillian Carter (SRCE)  
Deanna Theriault (TRCE)  
Student Support Award  
Gaye Coolen (AVRCE)  
Kelly Holleman (AVRCE)  
Marilyn Jones-McNeil (CBVCE)  
Susan McGean White (CBVCE)  
Cecil Dunlap (CCRCE)  
Tamika Borden (CCRCE)  
Tammy Maloney (CCRCE)  
Gina DeLorey (CSAP)  
Issam Wade (CSAP)  
Carolyn Ashley (HRCE)  
Eddie Colley (HRCE)  
Tish Sock-Sachetti (HRCE)  
Holly Grant (SSRCE)  
Shelly Whynot (SSRCE)  
Sheila Porter (SSRCE)  
Janice DeGruchy (SRCE)  
Donna Lameman (SRCE)  
Lorraine Reddick (SRCE)  
Lisa Comeau (TRCE)  
Marlene Joudry (TRCE)  
Todd Simms (TRCE)

#### Partner Award

Sharon Southern (Fédération des parents acadiens de la Nouvelle-Écosse)  
James Troy Turple (Nova Scotia Federation of Home and School Associations)

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– SERVICES AUX MEMBRES**

**APPOINTMENT** – Term Position  
August 1, 2019 – July 31, 2020

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

**APPLICANTS:**

1. Should include academic and professional qualifications, a summary of experience in areas noted above and references. Referees cannot be employees of the NSTU or elected officials of the Provincial Executive.
2. Applicants must be eligible to hold a valid Nova Scotia teacher's professional number
3. Should have a good working knowledge of the Nova Scotia educational system and the Nova Scotia Teachers Union.
4. Should have experience and knowledge in the negotiation and administration of collective agreements, including employee benefits.
5. Must have willingness to participate in necessary and ongoing professional development as required.
6. Frequent evenings and weekend work is a requirement and must be willing to travel.
7. Fluency in both official languages would be an asset.

**NOTE:**

Applications are available at [www.nstu.ca](http://www.nstu.ca) or can be obtained by contacting the NSTU at 1-800-565-6788 or [nstu@nstu.ca](mailto:nstu@nstu.ca).

**BENEFITS:**

As provided in the NSTU Executive Staff Agreement.

**Deadline for receipt of applications is**

**Monday May 27, 2019 at 4:00pm**  
Applications should be forwarded to:

**Human Resources**

Nova Scotia Teachers Union  
3106 Joseph Howe Drive  
Halifax, Nova Scotia B3L 4L7  
[hr@nstu.ca](mailto:hr@nstu.ca)

**NOMINATION** – Poste à durée déterminée  
Du 1er août 2019 au 31 juillet 2020

**FONCTIONS**

Principalement dans le domaine des Services aux membres et notamment interpréter les contrats, répondre aux demandes de renseignements des membres, gérer les négociations, les griefs, travailler avec les sections locales, les conseils des représentants régionaux et les comités et remplir les autres fonctions pouvant être assignées par le directeur exécutif.

**CANDIDATS**

1. Les candidats doivent indiquer leurs titres de compétence et leurs qualifications professionnelles et fournir un résumé de leur expérience dans les domaines susmentionnés ainsi que des références. Les personnes fournissant les lettres de recommandation ne peuvent être des employés du NSTU ni des représentants élus du Comité exécutif provincial.
2. Les candidats doivent être autorisés à détenir un numéro professionnel valide d'enseignant de la Nouvelle-Écosse.
3. Les candidats doivent posséder une solide connaissance pratique du système d'enseignement de la Nouvelle-Écosse et du Nova Scotia Teachers Union.
4. Les candidats doivent avoir de l'expérience et des connaissances dans les domaines de la négociation et de l'administration des conventions collectives, notamment les avantages sociaux.
5. Les candidats doivent être disposés à participer à la formation professionnelle continue et nécessaire au besoin.
6. Ce poste exige de travailler fréquemment en fin de semaine et en soirée et les candidats doivent être disposés à faire des déplacements.
7. La maîtrise des deux langues officielles constitue un atout.

**REMARQUE**

Les formulaires de candidature sont disponibles sur le site [www.nstu.ca](http://www.nstu.ca) ou peuvent être obtenus en contactant le NSTU au numéro 1-800-565-6788 ou à [nstu@nstu.ca](mailto:nstu@nstu.ca).

**AVANTAGES SOCIAUX**

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

**La date limite de réception des candidatures est le lundi 27 mai 2019 à 16 h.**

**Les candidatures doivent être envoyées à :**

**Ressources humaines**

Nova Scotia Teachers Union  
3106, route Joseph Howe  
Halifax, Nouvelle-Écosse B3L 4L7  
[hr@nstu.ca](mailto:hr@nstu.ca)

**NSTU POLICY ON EQUITY AND AFFIRMATIVE ACTION READS:** "Equity for under-represented groups, in compliance with current language in the Nova Scotia Human Rights Act, must be considered in the hiring of staff, secondments, the formation of committees, and the Internship Program."

**LA POLITIQUE DU NSTU SUR L'ÉQUITÉ ET LES MESURES ANTIDISCRIMINATOIRES STIPULE :** « L'équité pour les groupes sous-représentés, conformément au libellé actuel de la Nova Scotia Human Rights Act (loi néo-écossaise sur les droits de la personne) doit être prise en compte lors de l'embauche du personnel, des détachements, de la formation des comités et du programme de stages. »

## Ableism explored at Equity Conference

Dr. Cynthia Bruce, a blind disability activist and faculty member in Acadia University's School of Education was the keynote speaker at NSTU's Equity Conference, which took place April 26 and 27. In her powerful address—*Exploring Ableism: Meaning, Power and Everyday Appearances*—Bruce discussed the ever-present reality of ableism. "Describing ableism only in terms of discrimination against disabled people fails to capture the essence of ableism's power to oppress," she said. "We are disabled by our inaccessible environments—not by our bodies."



She points out that the knowledge and experience of disabled experts should inform all disability-related decisions. Bruce believes that we've devalued what disability can bring to a diverse group of learners. "Ability is equated with normalcy. Ableism is a burden for the "normal" student and perpetuates an adherence to accommodation as a way to deal with disabled learners, and guarantees that disabled students won't see themselves in teaching programs."

"We need to name and claim disability—if we do this our learn spaces will be more equitable for all learners." You can follow her on Twitter [@blindacademic](https://twitter.com/blindacademic)



Equity committee member Rachel Creasor (Kings) and NSTU president Paul Wozney are shown with Dr. Cynthia Bruce (centre).

### CONGRATULATIONS TO OUR APRIL BOOK WINNERS!

FRESH — Kathleen Sampson — AVRCE  
EQUITY — Daniel Doroshenko — CCRCE  
PD — Catherine Farrow — CBVRC

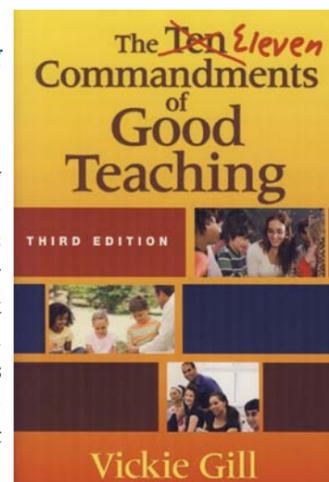


## Putting new members in the KNOW!

Email your name, home address, and name of your school site with **FRESH** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 4 to be eligible for the draw.

*The Eleven Commandments of Good Teaching (Third Edition)* published by Corwin by Vickie Gill

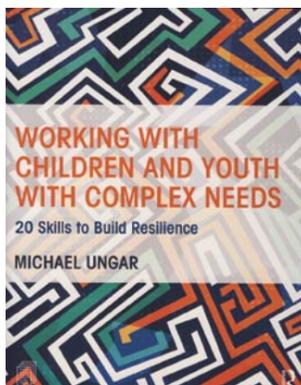
*The Eleven Commandments of Good Teaching* by Vickie Gill offers practical advice for anyone who loves teaching and who cares about helping students reach beyond expectations. This third edition of her bestseller contains new material to help teachers work with new technologies, evolving social climates, and limited budgets. From 21 years of teaching, Gill offers authentic classroom stories and concrete guidance to help her readers rediscover their profound joy for what Gill calls "the greatest of all professions."



## EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and school site with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 4 to be eligible for the draw.

*Working with Children and Youth with Complex Needs* published by Routledge  
By: Michael Ungar



No two students are alike and each student has different needs based on their own unique selves. *Working with Children and Youth with Complex Needs* by Michael Ungar, published by Routledge, is filled with rich stories and techniques from qualified social workers, psychologists, counsellors and youth care workers, to help young people learn the tools to be resilient in the face of difficult situations.

## Third John Huntley Internship for 2017-18

The third installment of the 2018-19 John Huntley Memorial Internship took place on April 11 and 12. The internship gives NSTU members an overview of all the services, benefits and advocacy provided through presentations and meetings with NSTU staff officers in member services, professional development, public relations, and the Member Assistance Program.

The first deadline for the 2019-20 school year is September 1, 2019.



*Shown seated: Marilyn MacDougall (Northside-Victoria) who is an Academic Learning Centre teacher at Dr. T.L. Sullivan Junior; NSTU's Member Assistance Program nurse Anna Ordinelli; and Julie Cameron (Dartmouth), a science and physical education teacher at Dartmouth High.*

*Standing: Dawn Donovan (Cape Breton District) who is a student attendance support teacher for the Cape Breton Victoria Regional Centre for Education's Sydney Family of Schools; NSTU executive director Janine Kerr; Annapolis Local president Jill MacDonald who is a math intervention teacher at Lawrencetown Consolidated and Bridgetown Community Schools; Jill Lake Cutler (Colchester-East Hants) who is a resource teacher at Riverside Education Centre; and Bernadette LeFrense (Northside-Victoria) who is a Grades 6 to 8 LD teacher at Sydney Mines Middle School.*

### The John Huntley Memorial Internship Program

*The deadlines for application for the John Huntley Memorial Internship Program for the 2019-2020 school year are*

*October 1, February 1 and April 1.*

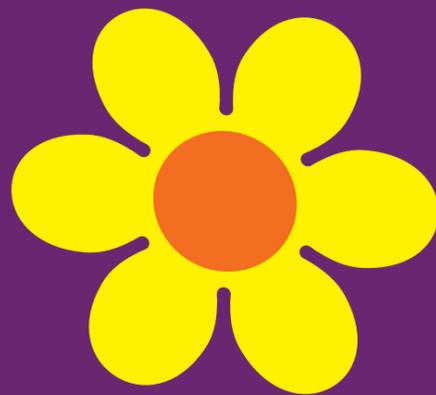
*Applications for active NSTU members are available through your NSTU rep, on the NSTU website at [www.nstu.ca](http://www.nstu.ca) or at Central Office 477-5621 or 1-800-565-6788.*

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

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# CONTACT 2019



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SLEEP & RESPIRATORY THERAPY

# THE WELL TEACHER

## New book provides teachers with everything they need to know to be well and stay well in the classroom

by Wade Repta, BHSc OT

As an occupational therapist and vice president of humanworks consulting group inc., I have been working to support teachers in all aspects of their wellness for two decades. During that time, I have seen first-hand how teaching, and the stressors that come with the job, can affect teachers' wellness and their ability to manage in the classroom. I have also seen that teaching is getting harder, not easier; and, teachers, by nature, tend to be more deeply committed to their jobs than most. So much so that teachers often become so focused on the needs of their students and their schools that they do not take their own health and wellness into consideration – not just on a day to day basis, but ever. All of this means that when faced with health and wellness challenges, such as an injury, illness, or disability, teachers can end up in cycles of stress, burnout, pain, fatigue, or professional dissatisfaction – cycles that can be difficult to get out of.

I have dedicated my career to helping teachers feel supported, access resources, and improve overall wellness. Over the past two decades I have had countless teachers say to me, "Why didn't I know this before?", or "I wish this information existed somewhere." These kinds of statements are what ultimately inspired me to write *The Well Teacher*. In the book, I, along with my wife, Andrée Repta, and my colleagues at humanworks, have put together all the knowledge and information we have gathered through our collective experience working with teachers on a day-to-day basis. This information represents the most comprehensive teacher wellness-related resource available today. Truly, nothing like it exists elsewhere.

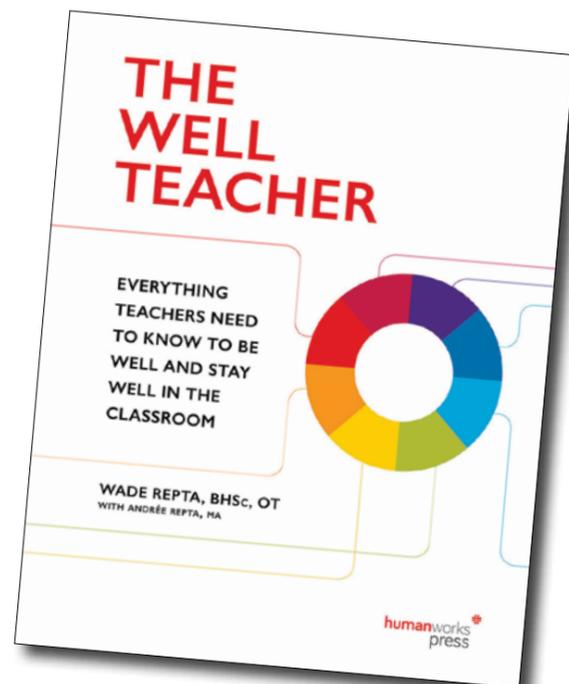
*The Well Teacher* is made up of seven chapters, covering all aspects of teacher wellness – general wellness, physical health, mental health, ergonomics, voice health, multiple chemical sensitivities, and return to work. The goal of the book is to provide teachers with the most up-to-date, teacher-specific information available, to help teachers understand and address their various wellness needs by equipping them with practical tools to set goals, make positive changes, and access resources. *The Well Teacher* is also designed to help all teachers be more resilient within their roles with proactive wellness strategies. Whether teachers are feeling well or struggling with their health, *The Well Teacher* is meant to be a guide and companion throughout the entire length of your teaching careers.

Teachers today are expected to do more with less, act as leaders, and manage increasingly demanding roles while at the same time balancing out their own personal lives and life stressors. We published *The Well Teacher* to give teachers the opportunity to think about themselves and their own needs, make realistic plans for improved wellness, and have success in the classroom.

To learn more about *The Well Teacher*, visit: [www.humanworkspress.com](http://www.humanworkspress.com)

Wade Repta is Vice President, humanworks

[wade@humanworks.ca](mailto:wade@humanworks.ca)  
[www.humanworks.ca](http://www.humanworks.ca)



The Well Teacher is on sale for \$35.00 (reg. \$39.95) until June 15. Free shipping is provided for delivery to the NSTU Central Office. For further information email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

The Teacher has a copy of *The Well Teacher* to giveaway.

Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **June 4, 2019** to be eligible for the draw.

## notices

### Seeking volunteers for Shelter Movers Nova Scotia (helping women and children fleeing abuse)

As a teacher a few years away from retirement, I have become involved in Shelter Movers in order to give back to my community. As a former principal, I have helped families facing situations of abuse and am aware of the gaps in the system. When one of my former students spoke to me about Shelter Movers in Toronto, I felt that I needed to contribute to this organization to address some of the gaps I have witnessed.

I am hoping to recruit some teachers to help us establish this important service in Nova Scotia.

Shelter Movers is a federally incorporated, volunteer-based non-profit organization that provides free moving and storage services to women and children fleeing abuse in Toronto, Ottawa, and Vancouver and beginning later this year, in Halifax. Shelter Movers collaborates with women's shelters, local businesses and law enforcement to support families transitioning to a life free of violence.

#### The Need for Shelter Movers in Halifax

- Fleeing abuse is often a very difficult and dangerous decision for survivors. Beyond the feelings of shame, fear and guilt, women face the prospect of losing everything they own when they leave an abusive household.
- Most shelters impose a 2 bag limit on the belongings women can bring with them.
- The financial cost to survivors of leaving behind all of her belongings and purchasing them anew may not be feasible. As well, a heavy emotional toll can be incurred when beloved personal items and keepsakes must be forfeited.

#### How Shelter Movers can help

Having completed over 700 moves since establishing in 2016, Shelter Movers has developed a proven model that is having a real impact on the lives of survivors and their kids.

Shelter Movers relies on the energy and commitment of over 300 volunteers in Toronto, Ottawa, and Vancouver to offer packing and transport to women, their children and their stored belongings at no cost to them.

As Shelter Movers creates a chapter in Halifax, we need to build a volunteer base. There are many types of volunteer positions available including movers, intake coordinators, marketing and communications and finance.

I can be reached at [jalevert@nstu.ca](mailto:jalevert@nstu.ca) to chat with anyone interested in volunteering or wanting to know more about Shelter Movers.

Jacqueline LeVert  
Teacher, École Beaubassin

More info: [YogainSchools.ca](http://YogainSchools.ca)

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**Yoga in Schools Canadian Conference 2019**  
This summer's Canadian Conference, themed Power of the Feminine will have all-levels workshops designed to support and empower all female-identifying students. The workshops will have a theoretical component along with movement practices to inspire confidence and resilience.

**Topics Include:**

- Strategies for thriving as a female-identifying person
- First Nations practices for healing trauma in women
- Workshops for boosting self-esteem in girls with learning differences
- Inspiring live performances from local artists
- Girl on Fire curriculum that is empowering young women across Canada

**Conference Hosts:** Jenny Kierstead and Blair Abbass and their team of leaders in women's issues and wellbeing

**Who can attend:** This program is suitable for male and female counsellors / teachers / Therapist / anyone working with young women.

**Date(s) & Time:** July 16th-19th, 2019  
**Location:** Chocolate Lake Hotel  
**Fee:** early bird \$500.00+hst until June 1st.

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# resources

## media LIBRARY Digital Resources for Teachers @LRTS

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.

Please visit our website at <http://medialibrary.ednet.ns.ca> for more information.

### *Mi'kmaw History, Language and Culture*

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. You can access these videos in many ways... if you are at school, you can simply click the links below. If you are at home, simply log into either your EduPortal or your Google Apps for Education account, click on the link for Learn360, and then use the links below to access these videos and many more.

***Building Legends: The Mawio'mi Project*** Grades 9-12  
<https://bit.ly/2IITQTR>

This video shares the stories, regalia and diverse communities of Mawio'mi 2011 - A Culture to Celebrate, A Time to Share. (2011; 24 min.)

***Building Legends: The Mi'kmaq Canoe Project*** Grades 9-12  
<https://bit.ly/2W1JEJa>

Mentored by industry professionals, ten young filmmakers participated in the making of this documentary that follows the construction of a seafaring, birch bark canoe by traditional Mi'kmaq artist and artisan, Todd Labrador. (2010, 27 min.)

***Creative Native Series*** Grades 6-12  
<https://bit.ly/2XMy4SH>

This series highlights artist profiles, in-depth interviews, traditional and contemporary art projects and historic snapshots that explore Aboriginal cultural contexts relevant to the theme of each episode. Saturated with the crafts and traditions of indigenous peoples, the series also offers instruction for a variety of age-based art projects that can be completed in the classroom. (2001-1006; ca. 25 min. each)

***Eskasoni – The Trailblazers*** Grades 9-12  
<https://bit.ly/2IUtpcZ>

This video focuses on the first ever Mi'kmaq Immersion graduating class of Chief Allison Bernard Memorial High School in Eskasoni, NS, and the work that students and staff put into preserving our Mi'kmaq language. It also features Elders speaking about the history of Eskasoni and the importance of the Mi'kmaw language. (2014; 25 min.)

***From the Spirit Series*** Grades 9-12  
<https://bit.ly/2VpNpLi>

This series presents the work and thoughts of a diverse group of Aboriginal artists. From across Canada, these artists tell the story of their journey, not quitting in the face of adversity, and making a difference to both their communities and to the world of contemporary art. (2005; 25 min. each)

***Finding Peter Bryce*** Grades 9-12  
<https://bit.ly/2IG4IXT>

This film explores the legacy of Dr. Peter Bryce who, as a medical officer of health, exposed Canada's shameful treatment of young Indigenous people in the Indian Residential School system and paid a hefty price for this courageous act. (2018; 24 min.)

***Mi'kmaq Series*** Grades 5-12  
<https://bit.ly/2UWiMxt>

This five-part series shows the life, customs and culture of pre-contact Mi'kmaq. These programs are dramatizations with a narrative voice-over and depict the lifestyle of a fifteenth-century Mi'kmaq family as accurately as careful research would allow. Also available on DVD without the English voice-over to highlight the conversations in the Mi'kmaw language. (2012; 45 min. total)

***Asunn elisknuatmikl = Reed weaving*** Grades 6-12  
<https://bit.ly/2ZzJDyj>

Viviane Gray demonstrates reed weaving. (1980; 29 min.)

***Ktantekewinu aknutk = The hunter speaks*** Grades 6-12  
<https://bit.ly/2UWiMxt>

Mike Martin, a Micmac trapper, recalls stories of growing up in rural Newfoundland with a story in the Micmac language. (1980; 21 min.)

***Wikuom*** Grades 6-12  
<https://bit.ly/2UVEMsl>

Mike Martin demonstrates the construction of an authentic Micmac, two-man, birch bark, hunting wigwam with an introduction illustrating other dwellings. (1980; 13 min.)

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# Presidential Tours 2018–2019



NSTU president Paul Wozney added four more Locals to his presidential tour schedule during the month of April and May—Inverness, Dartmouth, Guysborough County and Pictou. The Inverness and Dartmouth Locals included school visits as part of tour. Guysborough County invited the president to its annual celebration of teachers and gave him an opportunity to answer questions. The Pictou Local saw the president attend a general meeting and included a Q&A. This series of meetings and presentations provide members with opportunities to meet the new NSTU president and share issues of concern. Each event is organized by the Local and the format is driven by Local executives. “These tours have been extremely informative and valuable to me and the NSTU in ensuring that we are hearing the voice of teachers and specialists across the province,” says NSTU president Paul Wozney. “It’s a great way to connect and engage with Locals, their leaders and general members.”

Below are highlights of the above mentioned tours. During this school year, the NSTU president has held sessions with the APSEA, CSANE, Cumberland, Digby, Shelburne County, Yarmouth, Antigonish, Lunenburg County, Queens, Cape Breton District, Northside-Victoria Locals, Inverness, Dartmouth, Guysborough County, and Pictou Locals.



*Guysborough Local*

NSTU president Paul Wozney joined close to one-third of Guysborough County Local members who attended the fifth annual teacher celebration banquet on May 10. This year’s event took place at the DesBarres Manor Inn in Guysborough. Wozney is shown with members, Local president Dana Jewers, Antigonish-Guysborough provincial executive member Tammy Landry, members of the executive and general members.



*Inverness Local*

During his tour of the Inverness Local on April, NSTU president Paul Wozney visited Pleasant Bay School, one of only two existing one-room school houses left in Nova Scotia. He is shown with the Local’s VP-PA/PR Lori Richard (left) the school’s only teacher Ashley Crowley (right) and her eight students.



*Inverness Local*

Cape Breton Highlands Academy was another school on the Inverness Local presidential tour. He is shown with vice principal Angela MacKinnon, and school reps Grade 1 teacher Charlene MacKinnon and Myra Muise, a French Immersion Early Intervention Literacy teacher.



*Inverness Local*

Bayview Education Centre was the last school stop on the Inverness Local presidential tour. The NSTU president is shown with the VP-PD for the Local Karen McIsaac and Grade 4 teacher Lisa Cameron, school rep.



*Inverness Local*

At the Inverness Education Centre and Academy Paul Wozney and Lori Richard met up with one of the school reps Brendon Kennedy and Inverness Local president Robert Lelièvre.



**Dartmouth Local**

Paul Wozney visited Portland Estates Elementary School during his Dartmouth Local presidential tour. He is shown with principal Louise Henman-Poirier, Learning Centre teacher Stephanie Dagnall, Grade 6 teacher Kara Mason-MacDonald and Dartmouth Local president Robert Wigle.



**Dartmouth Local**

Ian Forsyth Elementary School was the second stop on the Dartmouth Local Tour. Above is the school's primary teacher Kara Slawter is shown with Paul Wozney and Rob Wigle.



**Dartmouth Local**

The last school visit of the Dartmouth Local presidential tour was Prince Andrew High School. One of the school's NSTU reps Julia Clahane is shown with Wozney and Wigle.



**Pictou Local**

Paul Wozney attended the Pictou Local's general meeting on May 13 giving members a chance to dialogue on issues of concern.

*Seated: Cheryl Corbin, VP Communications; First VP Sonya Purdy; Paul Wozney; Local President Myla Borden; and Member at Large Shunda Macinnis.*

*Back row: Angela Vogels, Brigitte Ehler, Mary Alice Ali, PD Committee; Stephanie Deagle, Sylvia Bezanson, Emmy Tremblay, provincial executive member Doug Read; secretary Valerie Cyr; Ron MacDonald, Nicole Poirier, Shelly MacPherson, and Sarah Grant VP of PD.*

## executive highlights

### May 5, 2019

- Approved a recommendation that Gerard Cormier's ERIP for the 2018-19 school year be extended for an additional 20 days and that he be granted an ERIP of 20 days for the 2019-20 school year;
- Approved a recommendation that the NSTU rescind the termination of the probationary contract of Preman Edwards;
- Approved a recommendation that Jim King be granted an ERIP of 40 days for the 2019-20 school year;
- Approved a recommendation that the NSTU grant a permanent contract in member services to Preman Edwards effective immediately;
- Approved a recommendation that Anne Rodrigue be granted an ERIP of 20 days for the 2019-20 school year;
- Approved a recommendation that the NSTU hire a term contract in member services for the 2019-20 school year.

## Pension Symposium 2019

The biennial NSTU Pension Symposium took place at the Halifax Hotel on April 12 and 13 at the Hotel Halifax. The symposium provides NSTU Local presidents, provincial executive members, members and RTO representatives with an update on the NSTU Pension Plan, including changes, structure, and valuation. NSTU executive director Janine Kerr provided the presentation on structure and valuation. Executive staff officer Jack MacLeod did a presentation on the enhanced CPP and staff officer Kyle Marryatt provided a presentation on retirement income. NSTU counsellor Sandra Murray provided a workshop about loss of identity and retirement, similar to what is provided to NSTU members through pre-retirement seminars.



*Shown (left to right) are members of NSTU's Pension Committee. Seated: Chair Byron Butt (Lunenburg County); Ryan Lutes (Halifax City); Sherry Proffitt-MacLeod (Pictou); and provincial executive liaison Gerald Reber. Standing: executive staff officer Jack MacLeod; NSTU Staff Liaison Kyle Marryatt; Susan Mahar (Kings); Chad Hanrahan (Northside-Victoria); and Jack Boyd (RTO representative). Missing: Maureen MacDonald (Richmond).*

# Annual Council 2019

## Teachers demand more support and accountability from government

The 98th Annual Council of the Nova Scotia Teachers Union wrapped up on May 5 following three days of lively debate about how to strengthen the NSTU and ensure the needs of students and their teachers are being met in the classroom.

Given the current shortage, NSTU members voted to demand that government publicly disclose its strategy for teacher recruitment and retention. A motion was passed calling on Regional Centres of Education to base school guidance counsellor allocation on both school population and students' needs. A resolution doubling the number of Provincial Executive Members from the CSANE Local representing teachers who work for the CSAP was approved. Thérèse Forsythe was also elected as the First Vice-President of the NSTU.

"The theme of the weekend was clear, teachers want to increase their union's ability to stand for their profession and public education," says NSTU President Paul Wozney. "I was very encouraged by the level of debate and the ideas that were proposed. Members are engaged, they are united, and council delegates voted in support of numerous resolutions that will strengthen our school system moving forward."

He adds, "Teachers voted to solidify partnerships with parents, universities, other workers and teachers across Canada to fight for quality public education, and poverty reduction. Ultimately, our goal is to build a stronger Nova Scotia and Canada that addresses the challenges young people face."

During the opening session on May 3, former NSTU executive secretary/director Ronald Morrison gave a special tribute to the late Dr. Norman Fergusson, who passed away in March. Fergusson was the author of *The Story of the Nova Scotia Teachers Union – From the Formation of the Old Union in 1895 to the 1980s*. Fergusson's children were in attendance during the opening session.

NSTU and CTF past president Mary-Lou Donnelly served as the independent chair of Annual Council 2019.

The annual meeting ran from May 3 to May 5, with 233 voting delegates debating some 75 resolutions.

An excerpt from NSTU president Paul Wozney's report to Council can be found on page 4.



*Dr. Norm Fergusson's children Lynn and Hugh are shown with NSTU past president Dominique Henry.*



*Shown are past presidents, former executive directors and other special guests to Annual Council 2019. Front row: past presidents Russell MacDonald and Harold Doucette; former executive directors Ronald Morrison and Bill Redden; past president John MacDonald; RTO president Bill Berryman and Black Educators' Association members Andrea Noylander and Karen Hudson. Back row: past presidents Dominique Henry and Brian Forbes; and president of the Manitoba Teachers' Society Norm Gould.*



*Citadel High's KTS Choir performed O Canada and the Black National Anthem for Annual Council.*



*Ronald Morrison gives tribute to Dr. Norm Fergusson.*



*Mary-Lou Donnelly served as the independent chair for the 98th Annual Council.*



*Josée Boudreau, a Grade 12 student from École secondaire du Sommet sang l'Ave Maris Stella, the Acadian National Anthem. Josée's parents Weldon and Ramona are members of the CSANE Local. Both teach at École Beaubassin.*

## Service Award Luncheon — Local Service Awards 2019

Shown are the recipients of this year's Local Service Awards, which were presented at an Awards' Luncheon on May 4 during NSTU's 98th Annual Council. These awards recognize the outstanding contribution of NSTU members who serve at the Local level, for their hard work, dedication, and commitment to their members and the profession. This year 21 members were recognized, including two retired NSTU staff officers, recognized by their Locals for their longstanding service as NSTU members. Former provincial executive member Allister Wadden from Annapolis Local was recognized posthumously and his wife, daughter, son and granddaughter

were there to accept the award on his behalf.

This year two retired NSTU members, Peggy Ludlow and Helen MacDonald were recognized by the Canadian Teachers' Federation with CTF's Project Overseas and International Social Justice Award for their volunteer commitment to CTF's International Programs, in particular their work on the N'Kabom project working with teachers from the Ghana National Association of Teachers. CTF president Mark Ramsankar presented Peggy Ludlow with her award.



*Front row: Patty Kenney (Yarmouth); Nancy Reid (Cumberland); Kelly Osborne-Barteaux (Halifax County); Heather MacLean (Kings); Peggy Ludlow, CTF Award recipient; Jacqueline LeVert (CSANE); retired NSTU staff officer Betty-Jean Aucoin (Lunenburg County); Mélanie Belliveau (CSANE); and Leah Weare (Shelburne County). Back Row: Robyn McKenzie (Yarmouth); Elieen Dwyer-Crane (Colchester-East Hants); Cathy Townsend-Fuller (Kings); William Penney (Halifax County); former Community College provincial executive member Damian Hall (Pictou); the family of the late Allister Wadden (Annapolis); Shawna MacKay (APSEA); Heather Foote (Lunenburg County); Tammy Landry (Antigonish); retired NSTU staff officer (Jim King); and Betsy Jardine (Inverness). Missing: Ian LeBlanc (CSANE); Lisa Wilson and Letcher (Cumberland); and Trudy Comeau (Yarmouth) and CTF Award recipient Helen MacDonald.*

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# I'm Thinking of Retiring... What Happens To My Benefits When I Retire?

It is approaching the time of year when many teachers will begin to consider or may have already decided to retire from the teaching profession at the end of this school year.

The NSTU Group Insurance Trustees want to ensure that you are aware of exactly what occurs at retirement with respect to your NSTU Group Insurance Program coverages.

Listed below is a summary of the coverages that are available to Retired Teachers under the age of 65 and any cost sharing that may be available to you. Also, we have listed a few important items to remember as you consider the coverage you will have at retirement.

There is a considerable amount of information listed below. Once you have read, you will be able to answer the question, "What Happens To My Benefits When I Retire?"

update

PLAN	RETIRING UNDER AGE 65
<b>Total Care Medical</b>	Total Care Medical continues. Premium is paid 100% by the Province of Nova Scotia or APSEA for a Single or Family Plan for Retired Teachers in receipt of a N.S. Teacher's Pension cheque. <b>You must apply for coverage within 60 days of receipt of your first pension cheque. A form is included in the package from the Nova Scotia Pension Services Corporation.</b>
<b>Total Care Dental</b>	Total Care Dental continues if enrolled at the date of your retirement. <b>Premium is paid 100% by you</b> and is deducted monthly from your N.S. Teacher's Pension cheque.
<b>Provincial Master Life &amp; Accidental Death &amp; Dismemberment</b>	\$50,000 Life \$50,000 AD&D \$2,000 Critical Illness for member \$3,000 Dependent Life – Spouse \$1,500 Dependent Life – Children Coverage may be continued. <b>Premium is paid 100% by you</b> and is deducted from your N.S. Teacher's Pension cheque.
<b>Optional Life Insurance/Spousal Life Insurance</b>	\$100,000 to \$300,000 (New) Premium is paid 100% by you and is deducted from your N.S. Teacher's Pension cheque. <b>Effective May 1, 2019</b> , as an active member of the NSTU, you can apply at any time up to age 65 for \$100,000 (\$50,000 for spouse) of coverage without the requirement of medical evidence. A 24 month pre-existing condition clause applies. Any amount above the non-evidence maximums require medical evidence of good health. <b>Effective October 1, 2014</b> , you or your eligible spouse can apply for or increase coverage as a retiree up to age 65 by submitting medical evidence of insurability.
<b>Voluntary Accidental Death &amp; Dismemberment</b>	\$5,000 to \$300,00 Premium is paid 100% by you and is deducted from your N.S. Teacher's Pension cheque or your bank account if receiving a PSSP. <b>You can only continue the coverage in effect prior to retirement.</b>
<b>NSTU MEDOC® Group Travel Plan</b>	Available to all Members. Premium is based on age and is deducted from your N.S. Teacher's Pension cheque. Pre-existing conditions apply.
<b>NSTU MEDOC® Trip Cancellation / Interruption Plan</b>	Available to all Members. Premium is based on age and is deducted from your N.S. Teacher's Pension cheque. Pre-existing conditions apply.
<b>Voluntary Critical Illness</b>	Available to all members under age 75 up to \$300,000 of coverage. Coverage is also available for your spouse and eligible dependent children. Premium is paid 100% by you and is based on age. You may apply at any time. Pre-existing conditions apply.
<b>Resilience® Employee / Family Assistance Program</b>	Available to all active members and is sponsored by the NSTU Group Insurance Trust Fund. <b><u>This program is not available to retired members.</u></b>
<b>CAREpath Cancer Assistance Program</b>	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.
<b>CAREpath HealthCareAssist Program</b>	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.
<b>Seniors' Care Assistance Program</b>	Available to all active and retired members and is sponsored by the NSTU Group Insurance Trust Fund. This coverage continues after retirement with no termination age.
<b>MHCSI Supplemental Prescription Drug Benefit</b>	Available to all active and retired members enrolled in the Total Care Medical plan. This program provides a benefit of \$2 per prescription filled at an eligible Lawtons / Sobeys pharmacy. For active members and retirees under age 65, the Total Care Medical \$5.00 co-pay per prescription is reduced to \$3.00 per prescription. This benefit provides a reduction to the prescription drug co-pay. Members also receive a Lawtons Discount Card.
<b>Home / Auto</b>	Coverage continues. Premium is deducted from your N.S. Teacher's Pension cheque.
<b>Nova Scotia Teachers Plus Credit Union</b>	The requested amount will be deducted from your N.S. Teacher's Pension cheque.

## IMPORTANT THINGS TO REMEMBER

### Provincial Master Life:

Coverage reduces to \$10,000 at age 65, however, you can convert the terminated coverage to an individual policy of insurance.

### Optional Life:

Effective May 1, 2019, members can apply for up to \$100,000 (\$50,000 for spouse) of Optional Life Insurance without the requirement of providing medical evidence. A 24-month re-existing condition clause applies. All amounts above the non-evidence maximum up to \$300,000 will require medical evidence of good health.

Effective October 1, 2014, retirees under the age of 65 and their eligible spouse under 65 may apply for Optional Life / Spousal Life Insurance by submitting medical evidence of insurability. At age 70, the benefit will reduce to a maximum of \$50,000. Anyone who has less than \$50,000 of coverage will continue with the lesser amount. Coverage cancels at the end of the month of your 85th birthday.

### Voluntary Accidental Death & Dismemberment:

Members can enroll or increase coverage only while you are actively teaching. Coverage ceases at age 75. **If you wish to enroll or increase coverage before retirement, make sure you start the process before the end of May, as you must be actively at work on the effective**

**date. Coverage decreases at age 70 to \$100,000 and there is no Permanent Total Disability, Home-Maker Weekly Indemnity or Hospital Indemnity coverage.**

### Total Care Medical:

Members must remember to enroll within 60 days of the receipt of your first pension cheque if you are currently enrolled. Prescription drug coverage under the Total Care Medical program ceases the end of the month prior to you turning age 65. Coverage under the Nova Scotia Seniors' Pharmacare program commences the first of the month that you become age 65. Therefore, there will be no lapse in prescription drug coverage.

*continued on page 15*

## Opting out of the NSTU Long Term Disability Plan Can You Opt Out? What Are the Rules?

### Frequently Asked Questions

As with all group insurance plans, there are eligibility rules for entry into plans and also rules that stipulate how you can opt out of particular benefits. The NSTU Group Insurance Trustees would like to remind active NSTU members and PSAANS members of the opt-out provisions within the NSTU LTD plan.

**Q:** The NSTU plan became mandatory in 2014 for active NSTU members. Are there any provisions that would allow a member to opt out of the LTD plan and, therefore, discontinue payroll deductions for that benefit?

**A:** Long Term Disability coverage protects your income when you are unable to work as a result of an accident or illness. Of course, you must meet the eligibility requirements of the contract to collect benefits. This type of coverage is in place to provide peace of mind for members that you will be able to meet your financial commitments should you suffer a prolonged illness or an accident that prevents you from earning your income.

However, in the later stages of your career it may not be advantageous to maintain your coverage under the NSTU LTD plan. With this in mind, the Trustees put

in place a provision that will permit an opt-out from the LTD plan under the following conditions:

- A plan member is 65 years of age or has 35 years of service less accumulated sick leave.

The above condition(s) must be met before any opt out from the LTD plan is permitted.

Fast forward to today, and after considerable discussion and feedback from NSTU members, the following opt-out provision will be added effective August 1, 2019.

#### NEW

- A plan member will be permitted to opt out of the NSTU LTD plan if they are 64 years of age with at least enough accumulated sick leave to bring them to 65 years of age. The member must prove they have the sick leave needed to meet this condition.

If you believe you meet any of these conditions to opt-out of the LTD plan, please contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).



*continued from page 14*

#### **Total Care Dental:**

Total Care Dental coverage may be continued into retirement and there is no termination age. **Members must be enrolled in the Total Care Dental program prior to retiring.**

For members who have deferred their pension and have not continued their Group Insurance coverage, these members have **60 days from receipt of their first N.S. Teacher's Pension cheque or Public Service Superannuation Pension cheque to enroll in the Total Care Medical and Dental Plans.**

#### **CAREpath – the Cancer Assistance Program:**

This program is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members

permanently residing in Canada. CAREpath provides assistance and support to active and retired members, spouses, and dependent children who suspect having cancer or have a diagnosis of cancer.

#### **CAREpath – HealthCareAssist:**

This program is sponsored by the NSTU Group Insurance Trustees and introduced in March 2018. HealthCareAssist provides individualized case management for all types of medical conditions. A Nurse Case Manager provides a single point of contact, creates continuity of care and ensures patients receive the right treatment, at the right time, in the right place.

#### **Seniors' Care Assistance Program:**

This program was introduced on January 1, 2016 and is sponsored by the NSTU Group Insurance Trust Fund for all active and retired members. 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.

#### **Summary:**

There are many issues to consider as you move toward retirement. As well, there are many benefits available to you to continue through retirement to make your life a bit easier.

The Trustees encourage members to ensure that you consider your insurance needs prior to retirement to avoid any surprises after having finished your teaching career.

If you have any questions with respect to your NSTU Group Insurance coverage at retirement, please do not hesitate to contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).

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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 Marie MacInnis at 1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

## Seeing Stars Kit by Lindamood-Bell for sale.

Contains all teaching materials and instruction book to implement one-to-one, small-group, or classroom-based interventions for orthographic and phonemic awareness, word attack and recognition, spelling, and reading fluency. Brand new. Contact [kmchadwick@nstu.ca](mailto:kmchadwick@nstu.ca)

**Condo Rental** – Fully furnished 2 bedroom by Sullivan's Pond, Dartmouth. July 1st-August 31st. September—April. Responsible mature persons. Call retired teacher Julia 902-719-4826 or [juliamad@gmail.com](mailto:juliamad@gmail.com)

**"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](mailto:mfranrc1@gmail.com), 902-237-1423, 902-462-5889.

**Looking for a 40% GUIDANCE job share** in the Dartmouth area. Please contact [Roseita Corbett @rcorbett@hrce.ca](mailto:Roseita_Corbett@rcorbett@hrce.ca) if you are interested in this opportunity for the 2019/20 school year.

**HRCE permanent French Immersion teacher** seeking job share partner for 2019-2020 school year. Job share would be 20% French Immersion. Must have be French proficiency certificate. Please contact [mldrigan@hrce.ca](mailto:mldrigan@hrce.ca).

**CCRCE music teacher seeking job share** partner for 2019-2020 school year. Job share would be 20% music at Cobequid District Elementary School in Noel. Please contact Laura Bowman [atlaurabowmanule@gmail.com](mailto:atlaurabowmanule@gmail.com) if interested.

**HRCE French/Social Studies teacher** looking for permanent exchange with someone in the CBVRCE for the 2019-2020 school year. Please email [melissam@gnspecs.ca](mailto:melissam@gnspecs.ca)

**Permanent HRCE Physical Education teacher** looking to do an exchange with a teacher in the CBVRCE for 2019-2020. Permanent exchange possible. Please contact: [hrcepe14@outlook.com](mailto:hrcepe14@outlook.com).

**House Rental** – Fully furnished home in Dartmouth near NSCC waterfront. April 15–June 15 and Sept 15th– Nov 1. Responsible mature couple or single person. Call retired teacher Eva 902 471-7300 or [evafarma@yahoo.ca](mailto:evafarma@yahoo.ca).

**Permanent secondary teacher** with the CBVRCE looking for an exchange with a permanent teacher in the HRCE. Permanent exchange desired. Please contact [sfowler@gnspecs.ca](mailto:sfowler@gnspecs.ca) if interested.

**Life Coaching:** Teacher in the HRCE now offering life coaching via phone/Zoom. Seeking 7 people to pilot a 3-session program for \$99. Call 902-237-4706 or visit [Facebook.com/triciathelifecoach](https://www.facebook.com/triciathelifecoach).

# Deals & Discounts

for NSTU members  
(including retired members),  
please visit the website at [www.nstu.ca](http://www.nstu.ca)



## THE ASPIRING LEADERS PROGRAM

This professional learning opportunity is to support teachers who aspire to become school based administrators. The Aspiring Leaders Program extends over 14 months and **begins August 2019**. The program includes two summer institutes and seven Friday/Saturday seminars. An eight day residency program is integrated throughout the program.

**Applications are now being accepted for the 2019-20 Cohort** of this exciting program being offered by The Educational Leadership Consortium of Nova Scotia (NSELC) in partnership with The Department of Education and Early Childhood Development.

For more information on the program visit the **Aspiring Leaders Program webpage** at [www.nselc.ca](http://www.nselc.ca) or contact Terry Wadden, Executive Director, Educational Leadership Consortium of Nova Scotia (NSELC) at [twadden@nselc.ca](mailto:twadden@nselc.ca) or 902-478-4768

**Application Process:** Applications are made available through participating Regional Centres for Education websites. Selections will be based on identified criteria and an interview by a panel of personnel from each participating region.

# 2019 REGIONAL ELECTION INFORMATION FOR LOCALS



All regional elections conducted by electronic vote.

Area	Result
Annapolis-Hants West-Kings	Jo-Leigh MacPhee Elected
APSEA	Mary Currie Acclaimed
Cape Breton District	John White Acclaimed
Cumberland	Wade Van Snick Acclaimed
CSANE	Ian LeBlanc Acclaimed
Digby-Shelburne-Yarmouth	Russell Comeau Elected
Halifax City	Angela Gillis Acclaimed
Halifax County	Paul Boudreau Elected
Northside-Victoria	Kathy Evans Elected
Pictou	Doug Read Acclaimed



For over 20 years, the Lunenburg County Local organizes a mall display in celebration of Education Week. The display highlights the work of students from Grades Primary to 12. Active and retired members from the Local volunteer their time to staff the display. Lunenburg County Local president Mai Ling Storm and who teaches Grade 3 at Aspotogan Consolidated Elementary School and Deanna Harlow Grade P/1 teacher at Pentz School.



## 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](http://www.internationalprograms.ednet.ns.ca)