



Proclamation of Bill 148 impacts Community College and APSEA members

NSTU Community College and Atlantic Provinces Special Education Authority (APSEA) members are amongst the 75,000 Nova Scotians to lose their right to a fair collective bargaining process through the proclamation of Bill 148 on August 22.

“The decision of Bill 148 by the McNeil government to impose salaries and remove retirement benefits from those who provide public services severely compromises ongoing negotiations involving hundreds of our members,” says NSTU president Liette Doucet. “Our public school members have already been through this with Bill 75. The lack of respect this government continues to display towards the rights of workers is very troubling.”

She adds, “It is unfortunate that instead of investing in its people, this government would rather focus its attention on court cases and legal challenges. This does nothing to improve the public services that Nova Scotians count on.”

“We also stand in solidarity with our fellow workers who are directly impacted by the proclamation of Bill 148,” continues Doucet. “Together we will ensure that our right to a fair collective bargaining process is one day restored. The hard working women and men who deliver valuable services to the public

deserve an opportunity to negotiate a fair contract without having the terms dictated to them through legislation.”

At press time, the NSTU was still seeking advice on how the specifics of this Bill will ultimately affect NSTU members in present and future contract negotiations.



Nova Scotia Teachers Union

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OFFICE OF THE PRESIDENT

Dear Colleague:

Welcome back! I hope you had a peaceful break this summer, and were able to renew and refresh to ready yourselves for the upcoming school year.

Starting a new school year with a legislated contract for public school members, and ongoing negotiations for Community College and APSEA members will bring its challenges. Through our Leadership Institute in August, **PAthways to PProgress**, NSTU leaders provided feedback to help inform new strategies and policies for the NSTU in the areas of negotiations, future job action, policy and operational procedures and public affairs/public relations.

The process for the implementation of Teaching Standards in Nova Scotia is being re-launched. We are working collaboratively with the Department to ensure that this year will truly be one of discussion and feedback on the Standards. We want to ensure your voices are heard as we discuss the Standards and determine how they will eventually shape pre-service education, teaching, teacher certification, teacher professional learning, and teacher evaluation. Your voice is essential and we need your involvement so these Standards positively impact your professional lives.

The theme of our fourth annual NSTU Member Engagement Day, which will take place on October 5, World Teachers' Day, is #NSTUStandTogether. This theme continues to focus on the dedication of our members in helping the Nova Scotia Teachers Union stay strong by standing together. 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. You can access our online booking information and form at nstu.ca under NSTU Workshops & Presentations.

Our signature professional learning event, NSTU's Professional Associations' Provincial Professional Development Day—or October Conference Day—will take place on October 27. Please visit our website for the complete Professional Associations conference program offerings and register by October 13 to take advantage of this invigorating, collaborative, lifelong learning opportunity. You can also contact our Central Office at 902-477-5621 or 1-800-565-6788 for more information on our professional development opportunities.

We are here for you, if you have any questions related to the NSTU, please contact your NSTU representative, talk to your Local President/RRC Chair, or call/email Central Office. I encourage you to get involved in your Local. Attend a Local general meeting, volunteer to be an NSTU rep for your school or campus, or inquire about becoming a member of a Local or provincial committee.

We speak for you, and together we can speak with a collective voice on public education. The NSTU will continue to promote and advance the teaching profession and quality public education. Last year was unprecedented; our issues were extremely popular with the free press. From September 2016 to May 2017, there were 1,700 different documents in traditional media about the NSTU. For a list of media contacts and interviews during this period visit the **Brief Word** section on the NSTU website.

As your president, I will continue to provide voice on behalf of our profession, our members and public education. I am honoured to continue to represent the passion, commitment, and caring you provide to students in our province.

Wishing you all a safe, happy, and healthy school year.

Sincerely,

LIETTE DOUCET
NSTU President



Member Engagement Day is October 5

The fourth Annual NSTU Member Engagement Day will take place this school year on Thursday, October 5, 2017, coinciding with World Teachers' Day.



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

people

NSTU appoints new executive staff officers

Preman Edwards

The NSTU welcomes Preman Edwards, who is currently serving a one-year term contract (August 1, 2017 to July 31, 2018) in member services to replace Simon Wilkin while he's on sabbatical leave. Edwards has been teaching with the Halifax Regional School Board for 20 years. He has been a math teacher at Auburn Drive High School for 15 years and previously taught junior high math at Ross Road School. Edwards has been an active member of the Halifax County Local serving on its executive in various capacities including being a member-at-large and chair of its social committee, and has also served on all committees of the Local. He has been an NSTU representative, Annual Council delegate, John Huntley intern, and also chaired NSTU's provincial Appeals Committee.



In his new role he will coordinate technology initiatives, regional and provincial executive elections, member registry and the NSTU website. He will also be providing contract interpretation, arbitrations, grievances, and negotiating services for the Tri-County RRC and associated Locals and be the staff liaison to the Technology Committee. 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.

Wally Fiander

The NSTU welcomes Wally Fiander as a new member of the NSTU executive staff. He was appointed as Executive Staff Officer, Member Services effective August 1, 2017.

Fiander is a Yarmouth native, who has been teaching science for 21 years at Yarmouth Consolidated Memorial High School.

Most recently Fiander served as NSTU's first vice-president, a post he held from May 2015 to May 2017. He served on the provincial executive from 2011 – 2015. Since the beginning of his teaching career he has been an active member of his Local. He was VP of Economic Welfare, First VP, VP of PA/PR, Tri-County RRC Chair and Local president from 2000 to 2004. He also served as acting Local president following this term.



In his capacity as first vice-president Fiander was a member of the provincial negotiating team for the past two years. As second vice-president, he chaired the Personnel Committee, and has also served on the Single Tier Bargaining Committee, the Provincial Economic Welfare Committee and other provincial committees including member services, appeals, and Distance Education. He was also the NSTU rep on the Science 10 curriculum review.

Fiander's program areas include deferred salary, coordinating Annual Council resolutions and substitute services. He is staff liaison to the Member Services, Substitute Teachers, and Resolutions Committees, and will be providing contract interpretation, arbitrations, grievances, and negotiating services for Halifax RRC and associated Locals.

Fiander holds a BEd from the Nova Scotia Teachers College, and has been very involved with Education First (EF) Educational Tours taking groups of students from the Tri-County Regional School Board to various locations in Europe and around the globe.

Louis Robitaille

The NSTU welcomes back Louis Robitaille to a new position, Executive Staff Officer, Research, Policy and Governance, effective August 1. Robitaille was seconded to member services from October 24 to July 31, 2017, and previously completed a term and seconded position for nine months.

He has served as a Community College representative on the provincial executive and was the president of the Community College Local. An adult educator for over 20 years, he began working at NSCC's Lunenburg Campus in 1998. He has taught in the Electronic Engineering Technician Program there, and most recently taught related subjects to the trades (math, physics, statistics, and electrical theory).

In this new role, Robitaille is the coordinator of research, data analysis and statistics, and constitutions and operational procedures. He will also provide member services support for members in Halifax Unit Two. He is the staff liaison to the Governance and Policy committee and the editor of NSTU's professional journal *AVISO*.

He has a BSc from Waterloo (Co-op Physics Honours), received his BEd from Dalhousie University, and has a Master of Science in Physics from Queens University. Prior to his teaching career he was employed with Northern Telecom in Ottawa.



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| ISSUE..... | DEADLINE |
|----------------|--------------|
| September..... | August 18 |
| October | September 29 |
| Nov/Dec | November 17 |
| Jan/Feb | January 12 |
| March | February 23 |
| April | March 30 |
| May | May 11 |
| June | June 1 |

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IGNITING CLASSROOM DISCUSSIONS ABOUT COMPLEX SOCIETAL ISSUES

The Canadian Teachers' Federation has developed three classroom resources to enable teachers to engage students in open, frank and respectful discussions on:



Truth and Reconciliation



Mental Health



Child Poverty

Students and educators were engaged throughout the production process of these pedagogical booklets. Teachers who are already registered with the CTF's social justice program Imagineaction can easily access the booklets' accompanying **lesson plans** by login in.

Not yet registered as an Imagineaction teacher? Visit www.imagine-action.ca/members/Login.aspx and follow the instructions. It's simple and free.

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NSTU seeks feedback on Nova Scotia Teaching Standards

By Anne Rodrigue

In September of 2016, the Education and Early Childhood Department launched, *Nova Scotia Teaching Standards, Excellence in Teaching and Learning, 2016*, as part of *Nova Scotia's Action Plan for Education: the 3 R's: Renew, Refocus and Rebuild*. The stated rationale of the EECD in introducing Teaching Standards in Nova Scotia is to provide a framework for consistent, high-quality teaching and help us to reach our goal of increased student engagement and achievement.

The NSTU committed to respond to the launch of the Standards on behalf of our members and created a page on our website to provide our members with Standards documents, NSTU responses and posted a survey to get teacher feedback on the Standards. However, we didn't get too far on gathering feedback, because 2016-2017 was a turbulent year for education in Nova Scotia. It was a year of labour unrest during which NSTU members engaged in work to rule and a one day protest in support of education.

Subsequently, little work was done on the Standards and In April, the EECD informed the NSTU that the introduction and discussion of Teaching Standards would be moved to the 2017-2018 school year. The EECD also invited the NSTU to work collaboratively on the relaunch of the Standards to ensure that this year will truly be one of discussion and feedback on the Standards. The NSTU accepted the invitation to collaborate as we want to ensure that your voices are heard as we discuss the Standards and determine how they will eventually shape pre-service education, teaching, teacher certification, teacher professional learning, and teacher evaluation.

As the NSTU indicated to you last year many jurisdictions, nationally and internationally, have introduced Standards as a way to articulate good practice, advance the status of teaching, and also to ensure accountability. Teaching Standards can act as a catalyst for discussions on how to improve teaching and learning, if teachers play a major role in determining the Standards, defining professional capacity, and advocating for the conditions in which effective teaching and learning occur.

The NSTU and the EECD fully commit to listening to the voices of teachers as they discuss the Standards this year. We sincerely want to know how you perceive the Standards, identify the challenges inherent in their adoption, and believe the Standards will influence teaching and learning in Nova Scotia. You can help us



TEACHING STANDARDS

frame the Standards so that they truly articulate our beliefs on what good teaching and learning look like.

We want you to have time to discuss the Standards with your colleagues at school. We have asked Superintendents to ensure that principals make time for teachers to discuss the Standards and we will ask principals to report back to us. We will be using the Teaching Standards page on our NSTU website to update you on our progress, and also to seek input from you on a regular basis. You can use the webpage to communicate directly to me or email me at arodrigue@staff.nstu.ca or you can communicate directly with Paula Hayden at Paula.Hayden@novascotia.ca at the EECD.

We also seek your input through surveys, emails, and focus groups etc. We absolutely need to hear from you. If you speak to us, we will respond to you by providing regular updates on what we are learning.

This month, you will receive a letter that explains how the EECD and NSTU will manage this discussion year.

The decision by the EECD to relaunch the Teaching Standards was a good one. It recognizes that teachers and their union, the NSTU, must engage in the discussion if Standards are to shape effective change in the Nova Scotian education system.

The NSTU continually lobbies for the inclusion of teacher voice in educational decision-making. You know what constitutes good teaching and learning. We need to hear from you so that the Teaching Standards we adopt articulate internally and externally our beliefs as professionals.

Anne Rodrigue is an NSTU staff officer working in the area of teaching standards



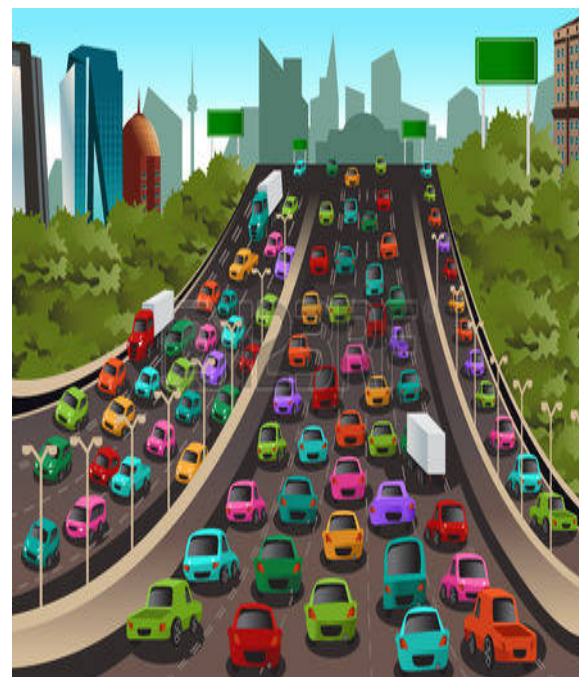
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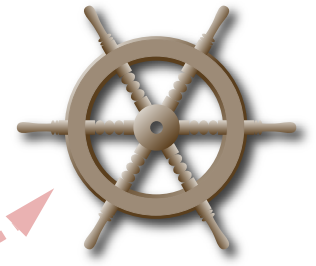
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Please visit our web site www.teachersplus.ca for Grant Criteria and Applications.

Applications must be submitted to Teachers Plus Credit Union postmarked no later than **September 30th, 2017.**



Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Eight big ideas to strengthen public education

By *Bernie Froese-Germain*

The genesis of public education in Canada and the birth of the Canadian federation have some important commonalities. They are both approximately the same age – public education has its origins in the latter half of the 19th century. More importantly, they are both works in progress, continually evolving to meet new needs and demands, one supporting and strengthening the other.

On the role that public education plays in a democratic society, philosopher and essayist John Ralston Saul eloquently stated that:

Any weakening of universal public education can only be a weakening of the long-standing essential role universal public education plays in making us a civilized democracy.
www.publiceducationnetworksociety.com/the-charter.html

In a similar vein, American philosopher and educational reformer John Dewey observed a century ago that:

It is no accident that all democracies have put a high estimate upon education; that schooling has been their first care and enduring charge. Only through education can equality of opportunity be anything more than a phrase. Accidental inequalities of birth, wealth, and learning are always tending to restrict the opportunities of some as compared with those of others. Only free and continued education can counteract those forces which are always at work to restore, in however changed a form, feudal oligarchy. Democracy has to be born anew every generation, and education is its midwife.

https://en.wikiquote.org/wiki/John_Dewey

The historic milestone of Canada marking 150 years of confederation is an appropriate time to reflect on the future of public education: what kind of public education system do we need to support the vision of an inclusive, equitable, sustainable, prosperous Canada?

No one could argue that public education doesn't play a central role in creating our future society – unfortunately, the typical discourse around educational innovation and change too often equates with standardized, market-driven reforms which undermine equity. Teachers' organizations attempt to provide an important counter-narrative to this flawed mindset.

So, with that in mind, here are some “big” ideas (in no particular order) to strengthen public education in Canada.

- 1. Education for reconciliation** – In the wake of the release of the Truth and Reconciliation Commission's final report and its Calls to Action, the Canadian Teachers' Federation (CTF) firmly believes education is vitally important to the healing and reconciliation process and is committed to working together with Indigenous organizations and our other educational partners toward this end.
- 2. The teacher voice** – Classroom teachers, the experts on teaching and learning, are best positioned to know what students require to be successful in the broadest sense of the term. As such, it is vitally important to involve and incorporate the teaching profession's views on educational change. Indeed, Jelmer Evers and René Kneyber, editors of *Flip the System: Changing Education From the Ground Up*, published last year by Education International (EI), argue that teachers can and should take the lead on education reform. <https://www.teachers.ab.ca/Publications/ATA%20Magazine/Volume-96-2015-16/Number-1/Pages/Book-review.aspx>
- 3. Support for collaborative professionalism** – The importance of fostering a system culture of collaborative professionalism to improve teaching and

learning is one of the main recommendations of a recent study on the state of professional learning in Canada. According to Andy Hargreaves, “professional learning and development (PLD) is most effective when it takes place within a culture of collaborative professionalism where teachers work and plan together, take shared responsibility for all students' learning in each other's classes and schools, and undertake inquiry in teams to solve problems in their schools”.

<https://learningforward.org/who-we-are/announcements/press-releases/2016/12/05/findings-from-a-study-of-educators-professional-learning-in-canada-released-today>

- 4. Social and economic conditions matter** – Socio-economic factors (such as child poverty and mental illness) can have an impact on student learning and educational outcomes. Improving the broader social and economic conditions of children and their families will ultimately benefit learning and the overall quality of public education.
- 5. Global Education Reform Movement (GERM)** – We need to deepen our awareness and understanding of global education reform and how these changes are impacting our schools and education systems. Features of GERM include school choice (charter schools, voucher programs, etc.), increased competition between schools, test-based accountability, and the narrowing of curriculum. To take one example, the growth of international benchmark testing such as the Organisation for Economic Co-operation and Development's (OECD's) PISA is influencing educational policy and practice in ways that can be detrimental to the goals of public education.
- 6. Achieving excellence through equity** – The Alberta Teachers' Association's (ATA's) blueprint for educational development in Alberta, *A Great School for All*, takes a systematic holistic approach to educational change with equity as its foundation. The blueprint contains 12 dimensions of change which “are interconnected and recognize that schools are complex

living communities that exist within an ecology bounded by culture, community, socio-economic realities, political environments and global trends and pressures.”

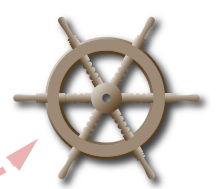
- 7. Increase support for diversity** – Given the incredible diversity of classrooms and schools – and the richness and strength that lies therein – providing the necessary supports and services for students with special needs including students with mental health problems is absolutely critical.
- 8. Stem the growing tide of privatization in/of public education** – Over the past two years, CTF has been actively involved in the Global Response campaign, an international effort – coordinated by EI and endorsed at the EI World Congress in Ottawa in 2015 – opposed to the privatization and commercialization of public education. The campaign has two complementary pillars:
 - Advocate for governments to do what they're supposed to do – act in the interest of the public good with adequate funding, resources and policy to ensure quality inclusive public education.
 - Endeavour to interrupt and stop “edu-businesses” such as Pearson and Bridge International Academies from profiting at the expense of access for all to free quality publicly funded public education.As part of the Global Response campaign, the recently launched *We The Educators* initiative, a series of animated short videos supported by a detailed literature review, is intended to catalyze new conversations about the relationship between educational technology and the privatization, standardization, datafication, and (de)personalization of education.

While not exhaustive by any means, this list does touch on some core issues for the teaching profession in its efforts to ensure the provision of quality public education for all – for the next 150 years and beyond.

Bernie Froese-Germain is a researcher with the Canadian Teachers' Federation.



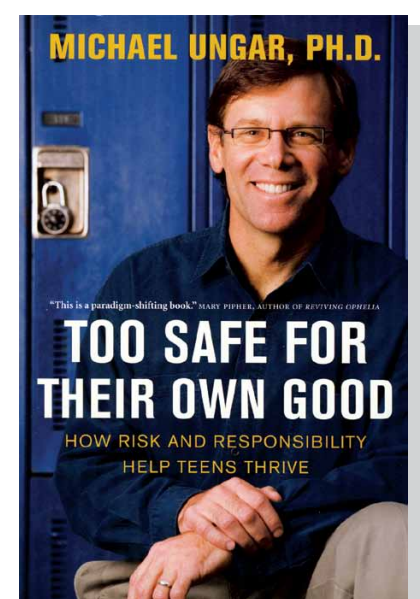
Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and the name of your school or campus with PD Giveaway in the subject line to theteacher@nstu.ca by October 2, 2017 to be eligible for the draw.

Too Safe for their Own Good by Michael Ungar

Too Safe for their Own Good, published by McLelland & Stewart, provides new and relevant ideas about how teenagers need to take risk and seek responsibility to thrive. Dr. Ungar, a professor at Dalhousie's School of Social Work is a world-renown expert on resilience in at-risk youth and the leader of the International Resilience Project, who was a keynote at NSTU's recent Sheonoroil Conference.



NSTU Leadership looking to find Pathways to Progress at annual institute

Delegates from NSTU locals across the province descended on Halifax from August 16 to 18 for the annual summer leadership symposium, this year titled *Pathways to Progress*.

Over the course of three days more than 100 NSTU members representing all 23 Locals across the province participated in workshops dedicated to four key areas: contract negotiations, job action, public affairs/public relations, and policy and operational procedures. The goal of each workshop was to identify the key issues that the union is facing and to develop solutions to challenges and opportunities moving forward.

The unprecedented events of the past 18 months dominated the conversation according to NSTU President Liette Doucet. She says all delegates were focused on how to build a stronger more responsive organization better suited to handling difficult contract negotiations in today's age of social media.



"We've learned a lot from Bill 75 and the events leading up to it, and it's important we put these lessons to use in support of our Community College members, who are currently at the table, and also to develop a plan for our public school members whose contract expires in less than a year," says Doucet. "We have a government that has shown a great deal of animosity towards workers across this province. This is unfortunate, but it's also our reality for the next four years. It's crucial we develop new strategies to strengthen our bargaining position."

She adds, "It was an extremely engaging three days and staff left with an abundance of feedback which will be used to help inform new strategies and policies for the NSTU. It's clear we need to start doing things differently and members can expect to see some new approaches when it comes to negotiations."

The opening event on Wednesday evening was a lighthearted, comedic look at issues from the year past. NSTU "Debaters" pitted three professional comedians from Mission Critical Comedy against the sharp wit of teachers from the audience as they engaged in debate on issues that dominated the NSTU over the last 18 months.



NSTU president Liette is shown with members of Mission Critical Comedy, Adrianne Gagnon, Liam Fair and Gil Anderson.

RTO Legacy Foundation Award 2017

The Retired Teachers Legacy Foundation of the Retired Teachers Organization is pleased to announce that the Annapolis Valley Chapter of Autism Nova Scotia is the recipient of the 2017 Foundation award. This award will be used to help support Camp Spectrum, a summer day camp for children and youth with autism.

The Mandate of the Retired Teachers Legacy Foundation, established 1994, is to support sick and/or challenged children throughout the province of Nova Scotia. This annual grant is awarded to organizations whose goal is to benefit children and youth under 21 who may be challenged educationally, medically or socially.

Camp Spectrum is an adapted camp which employs an extremely high ratio of support workers to participants (1:1) and hires counsellors with a high degree of autism related training to ensure the camp runs smoothly and successfully. Many of the campers have problematic behaviours and extreme sensory issues and some require assistance with even basic tasks such as eating and toileting, all challenges which can make it impossible for campers to attend mainstream summer programs.

The Annapolis Valley Chapter of Autism Nova Scotia is very grateful for the financial support from the Retired Teachers Legacy Foundation which will enable children from across the Annapolis Valley to attend one of the seven camps during the summer.

For more information on the Annapolis Valley Chapter of Autism Nova Scotia please contact Sandy Wing, Chapter Navigator at 902-242-2019 or e-mail at annapolisvalley@autismns.ca.



(left to right): Bill Berryman, President RTO; Sandy Wing, Chapter Navigator Annapolis Valley Chapter of Autism Nova Scotia; Linda MacNeil, Member-at-Large Valley Region RTO; (front) Jillian Culham.

NSTU Provincial Executive 2017-2018



Seated: Darlene Bereta (Northside-Victoria), Crystal Isert (Halifax County), Lori MacKinnon (Digby-Shelburne-Yarmouth), Cherie Abriel (second vice-president, Colchester-East Hants), Liette Doucet (president), Tami Cox Jardine (first vice-president), Thérèse Forsythe (secretary-treasurer, Annapolis-Hants West-Kings), Doug Read (Pictou), Nancie de la Chevotière (Halifax City), and Wade Van Snick (Cumberland).

Standing: Turk MacDonald (Halifax City), Angela Deagle (Inverness-Richmond), Sue Larivière-Jenkins (CSANE), Colleen Scott (Digby-Shelburne-Yarmouth), Damian Hall (Community College), Peter Day (Cape Breton District), Allister Wadden (Annapolis-Hants West-Kings), Ron MacIntosh (Cape Breton District), Chris Doiron (Dartmouth), Paul Wozney (Halifax County) and Ian Kent (Lunenburg County-Queens).

Missing from photo: Ferne MacLennan (Community College), Andrew McCara (APSEA), and Bill Murphy (Antigonish-Guysborough).

Experiencing Wellness on the Job

By *Kathy Marshall-Cormier*



Often times when the public thinks about the life of a teacher they think of short work days, plentiful vacation and decent pay. Many people do not stop and think about what a stressful career being an educator can be. Teacher stress is a serious problem that is taking its toll on educators teaching at all levels—Primary through secondary education—and needs to be taken seriously. The sources of stress that teachers experience are unique to that teacher and are dependent on the interaction between their personality, values, skills and circumstances (*Montgomery & Rupp, 2005*). Becoming educated about how stress negatively affects the body is vital to finding the appropriate strategies that will help teachers find work-life balance and take care of themselves.

Most of us enter this profession full of optimism, ready to make a positive difference in the lives of the students we teach, and in the communities in which we teach. As time goes by the constant demands of teacher accountability, large class sizes, lack of administrative and parental support, family responsibilities, poor working conditions, and many other sources of stress may eventually lead to the three components of teacher burnout: emotional exhaustion, depersonalization and low personal accomplishment (*Montgomery & Rupp, 2005*). Striving to meet the academic, social and emotional needs of the many diverse learners in a classroom is a constant challenge that often leaves teachers feeling overwhelmed.

We need coping strategies to help deal with the constant bombardment of stressors in the workplace. Richards (2012), discussed how teachers are unable to control many of the sources of stress that they have to deal with on a daily basis such as; class size, the demographics of the school, and lack of support from administration. Richards then states that teachers can take control of their willingness to learn about, implement and practice effective coping strategies that have worked for others having dealt with similar sources of stress.

According to research, one of the most often mentioned coping strategies to deal with stress is to find time to get more physically active (*Botwinik, 2007; Richards, 2012; Stewart Stanec, Forneris, & Theurekauf, 2010*). Essentially, all types of exercise can act as a stress reliever. Exercise can directly reduce stress in the body by increasing the production of endorphins in the body (*Mayo Clinic Staff, 2014*). Stewart Stanec et al. (2010) suggest that yoga is a coping strategy that can help teachers deal with daily stressors as well as gain strength, balance and flexibility. Physical activity can provide other significant benefits to teachers in addition to stress reduction. Increasing the amount of regular physical activity appears to reduce the risk of premature death and chronic disease regardless of body mass index, though it does not negate risks associated with obesity (*Zoeller, 2007*).

Other useful coping strategies may be common sense but many educators do not apply these simple concepts. Teachers need to be more mindful and present as they feel the stress increasing (*Abenavoli et al., 2013*). They

should spend the time to get the classroom organized. We need to have a sense of humour, as well as the understanding that it is not possible to be the teacher, parent and mentor to every student. Most importantly, we need to spend time with family and friends focusing on life outside of school (*Botwinik, 2007*).

Suggestions for wellness

- **Healthy Habits Club** – teachers declare and maintain one healthy habit for 30 consecutive days. Once they have reached 30 days, they can put their name in a draw for a prize at the end of the year. Positive healthy habits may include drinking a set amount of water each day or getting 12,000 steps per day.
- **Walkabout Club** – participate in a walking club based on tracking daily step counts using the Heart and Stroke Walk-About program. All participants are given a pedometer to monitor their steps, and each group will be able to record their steps online.
- **Wellness Wall** – located in the staff room where teachers can post their accomplishments related to their wellness and any need for support to meet their personal goals (e.g., I need a partner to walk with on Tuesdays).
- **Mentor Teachers** – help new staff learn the ropes related to how the school operates.
- **Inspirational/Motivational Messages** – posted where staff will see them, throughout the staff room, washroom, placed in their mailboxes (read it and pass it on).
- **Create a Community of Support** – around all activities. Be mindful of competition and how some people will be less likely to participate if they feel they will be unsuccessful in comparison.
- **Post the Physical Education Schedule** – this gives

teachers an idea of when the gymnasium is empty and available for use with their colleagues or their classes.

- **Healthy Pot-Lucks** – Teachers love these days. Sharing a meal with each other can be a stress reducer in itself. Have a theme for more fun and schedule two to three times a year on a Professional Development (PD) day.
- **Healthy Snack Days** – these should be offered at least one to two times per month on a signup basis with rotating days to ensure that all specialists on a circuit have an opportunity to participate.
- **Cooking Classes With a Licensed Nutritionist** – these will probably have to take place off-site due to the lack of necessary equipment. This could be held at a local grocery store in their community rooms.
- **Massage at School** – invite students training to become massage therapists into the school on a PD day and schedule teachers who are interested for a twenty minute massage.
- **Flu Shots at School** – it can be difficult to get the entire family to the doctor for a scheduled appointment in a flu clinic. Have a pharmacist come into the school and offer the flu shot to teachers and their families. A signup sheet will be needed to schedule times.

Teaching is a stressful profession with many difficult challenges on a daily basis. Having practical strategies available to help teachers manage work related stress is just as important as staying current with best practices.

Kathy Marshall-Cormier is a physical education specialist with the Halifax Regional School Board. She also serves as treasurer of the Teachers Association for Physical and Health Education (TAPHE), a professional association of the NSTU.

For previous The Well Teacher articles, go to www.nstu.ca

Click on ►► Communications ►► NSTU Publications ►► The Teacher ►► The Well Teacher

The Nova Scotia Sport Hall of Fame's FREE Education Program



Did you know that the Nova Scotia Sport Hall of Fame has a free education program for youth all across Nova Scotia? This program is a unique experience for your students and is sure to be a memorable one. Equipped with pre and post visit activities, curriculum based outlines and the possibility of meeting of Hall of Famer, Olympian or local sport hero, this program is sure to get your students excited.

The Program is designed to inspire and motivate our Nova Scotia youth to set goals and follow their dreams. With our Nova Scotia sport heroes at the forefront, we aim to inspire our youth with stories of hard work, dedication, a will to succeed and a never give up attitude. These athletes come from a small province but have made a big impact.

Here is a brief outline of what the presentation would look like;

- 1) Inspiring 25-minute interactive presentation at the location of your choice. (School or Hall of Fame)
- 2) Videos highlighting the accomplishments of Nova Scotia sport heroes and important moments in our provincial sport history
- 3) If available, an inductee from the Hall of Fame or a local sports hero will speak about their sport story focusing on hard work, dedication, perseverance, and the ability to overcome challenges (videos will be used in the absence of speakers.)
- 4) This program is offered FREE OF CHARGE to any school province wide.

The presentation is approximately 45-65 minutes long with a Q/A period. Geared towards Grades 3-8, but can be tailored to suit any grade.

For more information please call Christina at (902) 489-4043 or email Christina@nsshf.com.

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Halifax: December 13, 2017

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Halifax: February 14-15, 2018

RESILIENCE IN CHILDREN—Creative Strategies for Helping
Halifax: March 1-2, 2018

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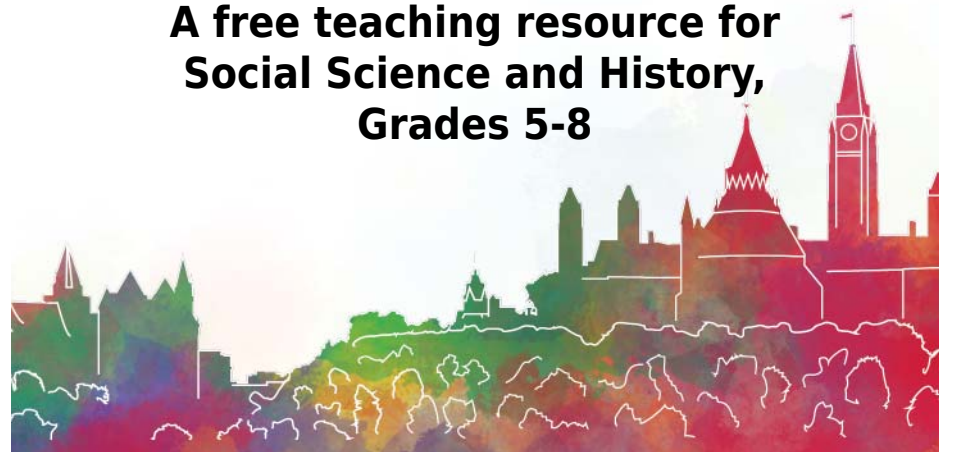


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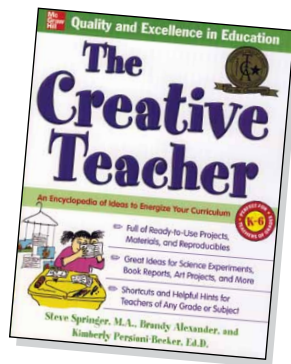
fresh

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 2, 2017 to be eligible for the draw.

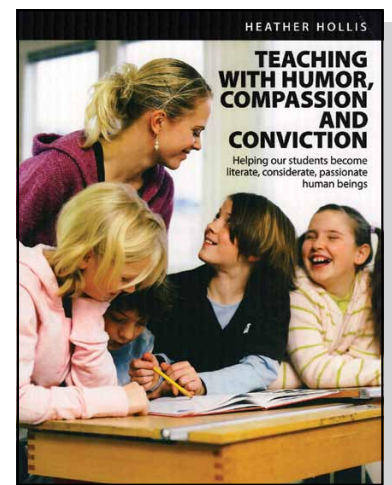
The Creative Teacher, by Steve Springer, Brandy Alexander and Kimberly Persiani-Becker

The Creative Teacher published by McGraw Hill provides an encyclopedia of ideas to energize curricula. Targeted to P to 6 teachers, it provides a wealth of ideas, practical tips and ready-to-use materials to keep students engaged in learning.



BOOK GIVEAWAY

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

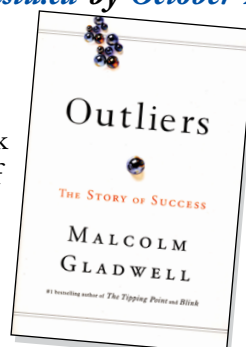


EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by October 2, 2017 to be eligible for the draw.

Outliers by Malcolm Gladwell

Published by Little, Brown and Company Hachette Book Group Outliers explores Malcolm Gladwell's theories of success. He argues that understanding how people's success is impacted by family, birthplace and birthdate. This book explores how generation, family, culture and class influence how people flourish.



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NOVA SCOTIA TEACHERS UNION

2017 – 2018 COMMITTEES



The NSTU Nominating Committee would like to thank the 116 members who applied for NSTU Provincial Committees. Thirty-seven 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 17, 2017.

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE

Thérèse Forsythe, Chair, Secretary-Treasurer; **Shelley MacKenzie**, Antigonish, 2018; **Melanie Sampson**, Community College, 2018; **Sunita Pinet**, Halifax City, 2019; **Ron MacIntosh**, Executive Member; **Joan Ling**, Executive Director, NSTU; **Melanie Waye**, Financial Officer

GOVERNANCE & POLICY COMMITTEE

Liette Doucet, NSTU President; **Darlene Bereta**, Northside-Victoria; **Damian Hall**, Community College; **Colleen Scott**, Yarmouth; **Angela Deagle**, Inverness; **Allister Wadden**, Annapolis; **Crystal Isert**, Halifax City; **Ian Kent**, Queens; **Doug Read**, Pictou; **Joan Ling**, Executive Director; **Louis Robitaille**, Executive Staff Liaison

NOMINATING COMMITTEE

Liette Doucet, President; **Bill Murphy**, Antigonish; **Colleen Scott**, Yarmouth; **Peter Day**, Cape Breton District; **Paul Wozney**, Halifax County; **Tami Cox Jardine**, Hants West; **Joan Ling**, Executive Director

PERSONNEL COMMITTEE

Liette Doucet, President; **Cherie Abriel**, Chair, 2nd Vice-President; **Lori MacKinnon**, Yarmouth; **Turk MacDonald**, Halifax City; **Peter Day**, Cape Breton District; **Joan Ling**, Executive Director

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Tara McCormick, 2018; **Melanie Belliveau**, 2018; **Eric Morneau**, 2019; **Sonia Parisé LeBlanc**, 2019; **TBA**, 2020; **TBA**, 2020; **Sue Larivière-Jenkins**, Executive Member; **Stacy Samson**, NSTU Staff Liaison

CURRICULUM COMMITTEE

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EQUITY COMMITTEE

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PENSION COMMITTEE

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PROFESSIONAL DEVELOPMENT COMMITTEE

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STATUS OF WOMEN COMMITTEE

Keli Brewer, Chair, Cape Breton District, 2018; **Lori Richard**, Inverness, 2018; **Mary-Claire MacMillan**, Halifax City, 2018; **Kareen Knox**, Colchester-East Hants, 2019; **Diana Lynn Corkum**, Halifax County, 2019; **Lynnette Rankin**, Antigonish, 2019; **Colleen Scott**, Executive Member; **Pam Langille**, NSTU Staff Liaison

TEACHERS WITH ADMINISTRATIVE RESPONSIBILITIES

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STATUTORY

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OTHER COMMITTEES

INSURANCE TRUSTEES

Michael Cameron, Chair, Kings, 2018; **Ronnie Carew**, Cape Breton District, 2020; **Sheila Hawley**, Inverness, 2021; **Jennifer Moriarty**, Dartmouth, 2022; **Nancy Doyle**, Pictou, 2022; **Roland Hannem**, Yarmouth, 2022; **Joan Ling**, NSTU Executive Director; **Stacy Samson**, NSTU Staff Liaison

PDAF

Kenna MacLean, Cape Breton District, 2018; **Jodie MacIlreith**, Halifax County, 2020; **Gérard Cormier**, NSTU Staff Liaison

PROFESSIONAL ASSOCIATIONS COORDINATING COMMITTEE

Jane Berrigan, AST, 2017; **Holly MacDonald**, ATYA, 2017; **Beth MacInnis**, PISA, 2017; **Lynne Theriault**, AEA, 2018; **Wendy Driscoll**, SSTA, 2018; **Jeff Raine**, NSTEA, 2018; **Allister Wadden**, Executive Member; **Gérard Cormier**, NSTU Staff Liaison

RESOLUTIONS COMMITTEE

Lori MacKinnon, Chair, Executive Member; **Meg Ferguson**, Halifax County, 2018; **Shelley Luddington**, Halifax County, 2018 (1-year term replacement); **Stacy Thorburn**, Queens, 2019; **Gary Foley**, Colchester-East Hants, 2019; **Wally Fiander**, NSTU Staff Liaison

SHEONORIL BOARD OF DIRECTORS

Joan Ling, Chair, Executive Director; **Angela Gillis**, Halifax City, 2018; **Alison MacPherson**, Retired Member, 2018; **Jennifer Field**, Cumberland, 2019; **Vera Ryan**, Yarmouth, 2019; **Stephanie Conway**, Kings, 2020; **Joyce Lively**, Cape Breton District, 2020; **Damian Hall**, Executive Member; **Mike Cameron**, Insurance Trustees; **Liette Doucet**, NSTU President; **Betty-Jean Aucoin**, Executive Staff Officer NSTU

The NSTU is actively seeking membership for a couple of its committees.

Applications will be accepted until 4:30 p.m. on Friday, October 13 for the Substitute Teacher Committee and the Comité de programmation acadienne

There are two vacancies available on the Comité de programmation acadienne. (Southwest Region)

Committees will be appointed at the October 20 Executive Meeting.

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

resources

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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. Visit our website at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

Anti-Bullying Videos from the Media Library

The following DVD videos are available in limited quantities for only \$1.62 each except where noted. Get them before they're gone! To order, simply use our online ordering forms, available on our website, or email us at mediadub@ednet.ns.ca.

Bully Dance

Grades P-12

The "stick people" in *Bully Dance* are imaginary, but this gritty tale of childhood bullying is all too familiar. While this video offers no simple solutions, it does compel viewers to take stock of their actions and to find ways to end the painful experience of peer abuse. (2000; 11 min.)

Bully Smart

Grades 4-6

This four-video set explores positive ways to recognize and deal with bullying situations. Students are encouraged to work together to build a zero-tolerance policy toward bullying, while practicing skills that will both prevent and reduce bullying problems. Titles include: *Don't Stand By* (15 min.), *Five Ways to Stop a Bully* (15 min.), *Are You a Bully?* (20 min.) and *Help! I'm a Bully* (15 min.). (4 DVDs \$6.48)

Feather Boy

Grades 4-6

This six-part series is adapted from the award winning children's book, *Feather Boy* by Nicky Singer. The story is about Robert Nobel, a boy who is the butt of classroom jokes and a victim of Niker, the classroom bully. His life changes when a storyteller invites some of his class to Mayfield House, a place Robert has already dreamed about, where he meets a spiky old lady called Edith Sorrel who chooses him as her partner. He embarks on a series of events that will change their lives forever. (2004; 180 min.) (6 DVDs \$9.72)

In Other Words

Grades 7-12

Homophobic language is a common verbal put-down among young people. This video speaks to teens and offers a valuable tool to teachers, counselors and community youth leaders who want to explore the homophobic language heard in schools and other youth hangouts. Weaving together slang, music media images and dictionary definitions, the film examines how language shapes attitude. Teacher preview recommended. (2001; 27 min.)

One of Them

Grades 7-9

A group of high school students plans events to raise awareness about racism, sexism and homophobia. Jamie is shocked when she and her best friend become victims of homophobic name-calling but she must face up to her own reactions as she realizes that her friend is one of them, and needs her support. And Jamie's boyfriend must decide if he will support Jamie. Teacher preview recommended. (2000; 26 min.)

See a Bully, Stop a Bully

Grades P-3

Bullying expert Detective Bill E. Finder shows young elementary students how they can become "Junior Bullying Detectives." Using his old case files, Detective Bill helps viewers identify various types of bullying, appreciate how the targets of bullying feel, and gain insight into what children really think about bullies. This lively program helps viewers consider the consequences of their own behavior, understand the behavior of others, and feel comfortable turning to adults for support. (2006; 15 min.)

We're In, You're Out: Looking at Cliques

Grades 4-6

Finding their niche in a particular social group can be the most important focus in a youngster's life. The idea of being left out or not belonging to a particular group can make kids miserable. This program helps youngsters look at the positive and negative impact of cliques on both individuals and groups. (2005; 16 min.)

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. Please log into the EduPortal and click on the link for "Online Video Library/Learn360" to access these digital titles.



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The NSTU Group Insurance Program: FAQ for New Members

The NSTU Group Insurance Trustees would like to advise that 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. Please review the information below carefully to ensure you enroll on a timely basis and receive the benefits you wish and are entitled to as an NSTU member.

The NSTU, through the NSTU Group Insurance Trustees, offer excellent coverages to active members of the Nova Scotia Teachers Union. Hopefully, this article will provide some useful information with regard to the coverages available.

Q: What are the Employer Cost-Shared Benefits I need to take action to enroll?

A: Total Care Medical

The Total Care Medical Program is a comprehensive supplementary health care program available to all active Public School Members, APSEA Members, and Community College Members and the **premium is paid 100% by the Employer**. This program provides prescription drug coverage under age 65, semi-private hospital room, vision care, paramedical services, including physiotherapy and massage therapy, and many other benefits as outlined in the Group Insurance Profile you will receive. **This benefit is not automatic**. You may apply for this benefit at any time provided you are actively at work.

Total Care Dental

Similarly, the Total Care Dental Program provides comprehensive dental care coverage to NSTU members. Total Care Dental includes Basic Preventative Services, Major Restorative Services, and Prosthodontic and Orthodontic Services. The employer cost shares 65% of the Basic and Major Restorative premiums of the Total Care Dental while the member pays 35% for Basic Preventative and Major Restorative premiums, plus 100% for Prosthodontic and Orthodontic premiums. **This benefit is not automatic**. You may enroll in the NSTU Total Care Dental Program once per year before October 15th. Also, new members have 31 days from the receipt of their new member package to enroll. If you do not enroll within 31 days of the receipt of your new member package, coverage will not be processed until the following September.

The current member cost for the Total Care Dental Plan is as follows:

Public School/APSEA Members

Single – \$18.43 per month – Difference paid by the Employer

Family – \$39.01 per month – Difference paid by the Employer

Community College Members

Single – \$18.32 per month – Difference paid by the Employer

Family – \$38.71 per month – Difference paid by the Employer

Coverage for both the Total Care Medical and Total Care Dental will take effect first of the month following receipt of application.

Q: Are there any coverages that are automatic for new members?

A: Provincial Master Life Insurance

A \$50,000 term life policy is available to all active Public School Members, APSEA Members, and Community College Members. A Dependent Life benefit of \$3,000 for your spouse and \$1,500 for each eligible dependent child is also included in this coverage. The premium for this benefit is 100% paid by each Employer, therefore, there is no charge to the member for this coverage. It is **very important** that you **designate a beneficiary and a contingent beneficiary** for your Provincial Master Life Insurance.

Provincial Master Accidental Death & Dismemberment Insurance

As part of the Provincial Master Life Insurance coverage, a matching \$50,000 of insurance is included for Accidental Death & Dismemberment (AD&D).

As well, under the Provincial Master AD&D Plan there is a \$2,000 Critical Illness benefit for you, the member. This benefit provides a one-time lump sum tax free payment that may be payable, if you are diagnosed with one of the following critical illnesses: Heart attack, coronary artery by-pass surgery, stroke, life threatening cancer.

Long Term Disability

Effective August 1, 2014, the NSTU Long Term Disability Plan is mandatory for all members. However, if you have 35 years of pensionable service, less your accumulated sick leave, you will be exempt from the long term disability plan but you must notify Johnson Inc. As well, if you are 64 years of age and have enough accumulated sick time to reach your 65th birthday, you may also be exempt from the long term disability plan.

This coverage provides a benefit based on 70% of your gross monthly salary at the time your claim commences. This is a taxable benefit as the employer contributes to the cost of the premium.

The Long Term Disability benefit is integrated with the Canada Pension Plan. The qualifying period before benefit payments would commence is the greater of 90 calendar days or your accumulated sick leave. When you are in receipt of long term disability benefits, members continue to accumulate pensionable service as contributions by both the Member and Employer are required.

The NSTU Long Term Disability Plan is cost-shared with the Employer at 50%.

Hospital Cash

A Hospital Cash benefit is provided to all active NSTU members. This coverage is a daily benefit of \$20.00 to an insured member when the member is in a hospital and under the care of a physician. This benefit will be paid from the first day of hospitalization, if hospitalized for at least four days. The premium for this coverage is paid 100% by the NSTU Group Insurance Trust Fund.

Q: Are there optional benefits available to members to increase coverage levels that I can pay for through payroll deduction?

A: There are a number of optional benefits available to NSTU members that provide the opportunity to purchase additional insurance coverages through payroll deduction, such as, Optional Group Life/Spousal Insurance, Voluntary Accidental Death & Dismemberment, MEDOC® Travel Insurance, MEDOC® Trip Cancellation / Interruption Insurance, Voluntary Critical Illness Insurance, and 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.

Q: Is there anything else important that should I know as an NSTU member about benefits that are available to me and/or my family.

A: The NSTU offers a very unique service to NSTU members through the NSTU Member Assistance Program (MAP). The programs and services that form part of the NSTU Member Assistance Program are briefly described below.

NSTU Counselling Services

The NSTU has 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.

Resilience® – Employee and Family Assistance Program

Resilience® is an Employee and Family Assistance Program for **active NSTU members** who have a permanent, probationary or term contract. Through Resilience®, **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 you create an action plan to address issues. 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.

Early Intervention Program

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 Co-ordinators 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.

CAREpath – The Cancer Assistance Program

All active and retired members of the NSTU are eligible to use the service of CAREpath. The CAREpath navigation system is a service provided by the NSTU Group Insurance Trustees. If you, your spouse, or eligible dependent children suspect having cancer, are diagnosed with cancer, or living with cancer, CAREpath is ready and able to provide support, guidance and answers. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

The Seniors' Care Assistance Program.

All active and retired NSTU members are eligible to use the service provided by the 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. The premium for this program is paid 100% by the NSTU Group Insurance Trust Fund.

Independent Psychological Assessment

This program is for **active NSTU members only**. This service is provided by a Halifax based clinical psychologist to assist members and access a timely assessment which will lead to quicker treatment. Reports are forwarded to the NSTU nurse for discussion with the member regarding further direction and treatment options.

Summary

This information provides a brief overview of the benefits detailed through the NSTU Group Insurance Program. Full details of your NSTU Group Insurance Program are contained within the Group Insurance Profile, which you should take the time to review carefully.

Once you receive your new member package or should you have any questions with regard to any of the programs above, please do not hesitate to contact Johnson Inc. at (902) 453-9543 (local) or 1-800-453-9543 (toll-free).



**PROFESSIONAL
ASSOCIATIONS
PROFESSIONNELLES**

**NO ON-SITE
REGISTRATION**

Register Early!

2017 NSTU Professional Associations Conferences

Friday, October 27, 2017

Online Registration

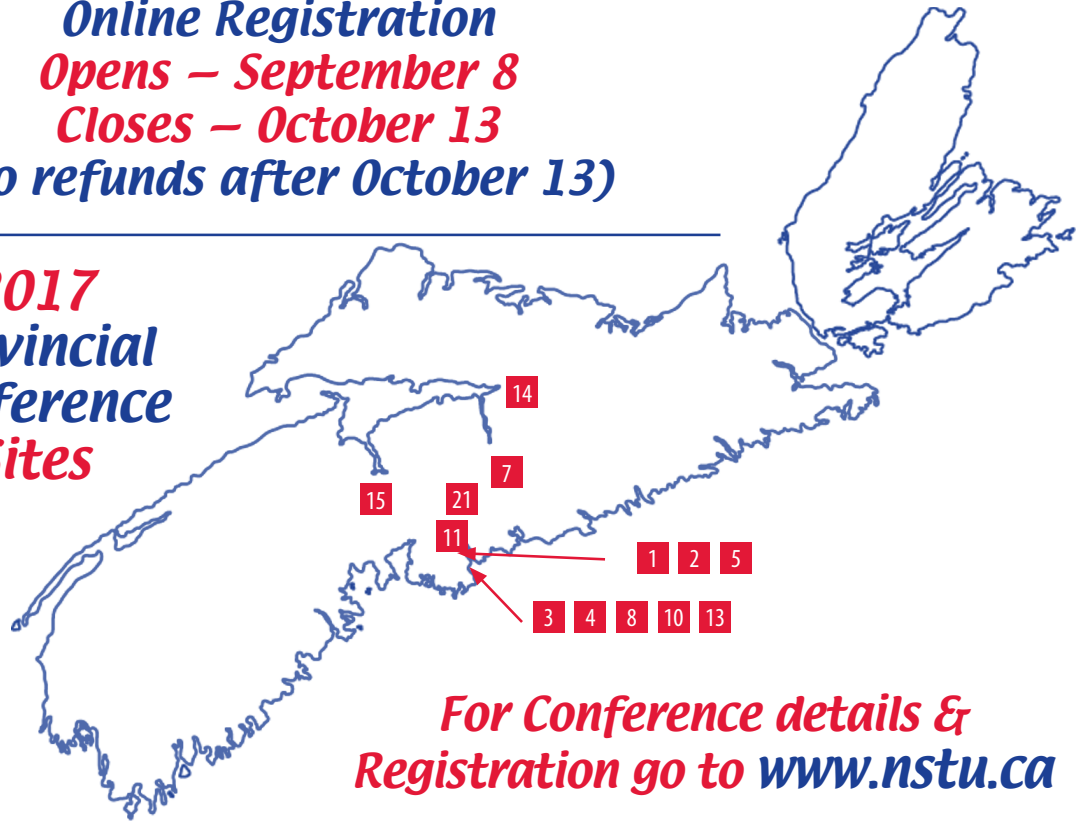
Opens – September 8

Closes – October 13

(no refunds after October 13)

| | | |
|----|--------|---|
| 1 | AAE | NSSC, MARCONI CAMPUS |
| 2 | AEA | École du Carrefour, DARTMOUTH |
| 3 | AST | Halifax West High, HALIFAX |
| 4 | ATA | HALIFAX |
| 5 | ATEC | Cineplex Theatre, DARTMOUTH CROSSING |
| 6 | ATENS | Delta Hotels by Marriott DARTMOUTH |
| 7 | ATYA | Riverside Education Centre, MILFORD |
| 8 | BETA | Delta Halifax, HALIFAX |
| 9 | EDANS | DARTMOUTH High School/Grafton Dinner Theatre, HALIFAX |
| 10 | FSTA | St. Matthew's United Church, HALIFAX |
| 11 | MTA | Charles P. Allen High School, BEDFORD |
| 12 | NSMEA | Auburn Drive High School, COLE HARBOUR |
| 13 | NSSCA | Spatz Theatre, Citadel High School, HALIFAX |
| 14 | NSTALL | Cobequid Educational Centre, TRURO |
| 15 | NSTEA | Avon View High School, WINDSOR |
| 16 | PETA | Double Tree by Hilton, DARTMOUTH |
| 17 | PISA | Mount Saint Vincent University, HALIFAX |
| 18 | SAA | Ecole Secondaire Du Sommet, HALIFAX |
| 19 | SPAA | Best Western Plus, DARTMOUTH |
| 20 | SSTA | Saint Mary's University, HALIFAX |
| 21 | TAPHE | Sackville High, LOWER SACKVILLE |

2017 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 or NSCC Employee number.
 Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.
To book, call Nancy Day at 1-800-565-6788 or email theteacher@nstu.ca

HRSB resource teacher looking for an exchange with a resource teacher in the CBVRSB for the 2018-19 school year. Please contact dmlachowicz@nstu.ca if interested.

"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: mfranc1@gmail.com, 902-237-1423, 902-462-5889.



Above are delegates from this year's Conference on New Techniques and Classroom Teaching (CONTACT). This year's CONTACT was hosted by Prince Edward Island Teachers' Federation and took place August 8 to 11 at UPEI. CONTACT is a regional conference 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.

The deadline for the October issue of The Teacher is September 22.

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

**WORLD TEACHERS' DAY
2017.10.05**

Addressing
Violence,
Building
Respect



Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca



Nova Scotia Teachers Union
#NSTUStandTogether

Member Engagement Day • Thursday, October 5, 2017

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program for the 2017-2018 school year are

November 1, February 1 and April 1.

Applications for active NSTU members are available through your NSTU rep, on the NSTU website at www.nstu.ca or at Central Office 477-5621 or 1-800-565-6788. The internship provides members with an opportunity to learn more about the NSTU.

Nova Scotia Teachers Union



Teaching and administrative opportunities in the Nova Scotia International Programs

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

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



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