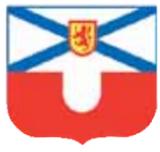


# 50th anniversary of THE teacher



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NOVA SCOTIA TEACHERS UNION

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MAY 2012

## 1500 Rally at NDP MLA Offices Across Nova Scotia

From Barrington to New Waterford NSTU members came out after school Friday, April 20 in a show of strength to fight the NDP cuts to the education budget.

“What a wonderfully powerful day for education in Nova Scotia,” said NSTU president Alexis Allen who spoke to the media at both the rally at Finance Minister Graham Steele’s office in Halifax and at Premier Darrell Dexter’s office on Cole Harbour Road.

Dexter’s office had the biggest turnout in the province with more than 500 members waving to motorists on their way home during rush hour traffic under the watchful eye of two RCMP cruisers.

“The positive feedback from people passing by was really encouraging,” said Halifax County Local president Tim MacLeod. “We know these cuts are bad for education and clearly so do ordinary people who showed their support.”

Dexter’s office was closed despite an earlier phone call to the office that confirmed it would be open. In fact, almost all NDP offices were closed unexpectedly, many with signs on the doors indicating staff was away at an ‘offsite meeting’.



Photo credit: Judy Porter

*More than 500 members of the Halifax City and Dartmouth Locals protest outside Premier Darrell Dexter’s office in Cole Harbour Friday, April 20. See the centre page for pictures from province-wide rallies.*

“I am surprised at the actions of the NDP,” said Allen. “We sent a media release out that day alerting all the caucus offices that the protestors were coming. MLAs did not just stay away, they also closed their offices.”

“This is another example of a government unwilling to listen to front-line teachers about the effects budget cuts are having in classrooms across the province,” continued Allen.

MLA Percy Paris was in his office when protestors arrived but quickly packed up and left. MLA Mat Whynt

met with protestors as did NDP Justice Minister Ross Landry in New Glasgow. Teachers at the rally were not impressed with what he had to say.

“Landry said that virtual schools are the answer to any problems in the education system,” said Allen. “He also said that will eventually mean that fewer and fewer teachers are required.”

Provincial Executive member Cindy MacKinnon was at Landry’s office and told the local newspaper she already notices a difference in the classroom due to the funding cuts.

“I teach Grade 1 and I have 28 students,” she said. “It’s a big classroom and we saw few supports for the students regardless of its EAs or other supports.”

MacKinnon said the classroom is not the place to make cuts, and putting 29 students in front of a primary teacher when those students need support from the get-go is a tough sell.

The office of Education Minister Ramona Jennex is always closed by three on Friday, but that didn’t stop a crowd of 150 from marching down Commercial Street to her office.

“The people who are making the decisions are so far removed from our classrooms, they have no idea what’s going on there,” said Shelley Morse, Kings Local president. “The only ones who really know what’s going on in classrooms are the ones who are in them. The government needs to see what they don’t see.”

In New Waterford, an estimated 350 teachers and supporters marched from Breton Education Centre to Deputy Premier Frank Corbett’s office on Plummer Avenue.

*continued on page 5*

## Petition Presentation Marred by Jennex’s Remark

*Mr. Speaker, I would just like to remind everybody the Nova Scotia Teachers Union has every right to protest and to have petitions. They are there to make sure that their members are supported. The NSTU is for their members. This government is for the children. Thank you. (Interruptions)*

—Ramona Jennex, Minister of Education, April 26, 2012

NSTU president Alexis Allen presented the KidsNotCuts petition with nearly 21,000 names to the legislature Thursday, April 26 at a successful press conference where more than 50 members looked on. Local presidents, RRC chairs and Provincial Executive members were in Halifax for regularly scheduled meetings and used their lunch hour to attend the event and watch question period after, where they were shocked by what they heard.

Allen presented the petition to Liberal Leader Stephen MacNeil who tabled the document on NSTU’s behalf. During the well-attended press conference, Allen emphasized the effect another year of cuts will have on the classroom.

“The public must realize that when teachers are retiring their positions are not being filled,” explained Allen. “School boards and teachers continue to be told to do more with less – in the past they have risen to the challenges but the toll is a heavy one. The

proposed cuts this year threaten to go too far, and it has to stop now. This is not the way to build the future of Nova Scotia.”

NSTU members gathered 6,882 signatures on hard copies of the petition. The remainder of people signed the petition online at KidsNotCuts.ca. According to current rules of the legislature, only the hard copies are admissible on the record. Allen asked members of the media gathered to cite both numbers and the total when writing their stories.

“All of these people are urging the Dexter government to reconsider these cuts before passing the current budget,” said Allen. “Let me be clear, this is about our kids, their future success as individuals and our future success as a province. Nova Scotia already provides the second lowest per student funding in Canada, and we cannot afford to continue cuts that will destroy an excellent system of education in Nova Scotia.”

The education cuts dominated question period as the opposition drilled Education

Minister Ramona Jennex and Premier Darrell Dexter.

NSTU members sitting in the gallery that day were shocked by one particular answer. The opposition asked Finance Minister Graham Steele why his and other NDP offices were suddenly closed when teachers arrived to hold a peaceful protest April 20. Steele deferred the question to the Minister of Education who then said the following.

“Mr. Speaker, I would just like to remind everybody the Nova Scotia Teachers Union has every right to protest and to have petitions. They are there to make sure that their members are supported. The NSTU is for their members. This government is for the children. Thank you.”

All the NSTU members present in the House walked out upon hearing this from the minister and many felt this comment spoke volumes about what this minister and government think



*NSTU president Alexis Allen presents the KidsNotCuts petition with nearly 21,000 names to Liberal Leader Stephen MacNeil at the provincial legislature April 26, 2012.*

of teachers in this province. Allen has written to the Minister asking for an apology and you can read more about that in the President’s message.

# people

## Petition Signing Blitzes



Members gathered on April 7<sup>th</sup> at the Wolfville Farmers' Market to get signatures (632) on the KidsNotCuts petition. Pictured are Kings Local members: Grant MacQuarrie; Pamela Langille; Dave Jones; Vaunda MacDonald (Halifax County Local); Allister Wadden (Annapolis Local); and Shelley Morse (Kings Local President). Missing from the photo are: Stephanie Conway, Donna Griffin and Michelle Jones. Local NSTU reps also gathered signatures at their schools and in the community.

## Huntleys Visit the NSTU



Five participants in the John Huntley internship visited the NSTU April 4 and 5. Pictured (l-r): (back row) Julia MacDonald, Halifax City; NSTU Staff Officer Janine Kerr; Mike Cameron, Kings; (front row) Véronique Tagliapietra, CSANE; James King, Halifax County and Joyce Lively, Cape Breton District. The internship enables 24 teachers per year to spend two days at the provincial office shadowing executive and professional services staff.



Yarmouth Local president Lori MacKinnon collects KidsNotCuts petition signatures at the Yarmouth Mariners playoff hockey game. She is joined by Glenys Fraser, VP of PD, her daughter Bria MacKinnon, future teacher, and John MacKinnon, NSTU member. The people of Yarmouth County were extremely supportive with signing the petition.



On Saturday, April 7<sup>th</sup>, the Lunenburg County Local held a display at the Bridgewater Mall to gather signatures for the KidsNotCuts petition. Pictured (l-r) are John MacKay, David Kokocki and Alex Oickle.

## TV Meets Real Life

Provincial Executive member and math teacher Allister Wadden poses with TV's Mayim Bialik - better known as Blossom or Amy Farra Fowler from the Big Bang Theory. Bialik also has a PhD in nuclear science and chatted with Wadden when the two met up at the T3 International Math and Science Conference in Chicago March 1-2, 2012.



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3106 Joseph Howe Drive,  
Halifax, N.S.  
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Phone: 902-477-5621 Fax: 902-477-3517  
Toll free: 1-800-565-6788  
email: [theteacher@nstu.ca](mailto:theteacher@nstu.ca)  
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## Education Week 2012 Winners

Twenty-three educators and five partners received awards April 23 in this year's Education Week ceremony. The 2012 theme was *Educating Students for Life* and recognized recipients who go above and beyond for the benefit of their students' mental, physical and social wellbeing.

Celebrated since 1935, Education Week honours teachers and education partners' commitment to their students and subjects.



**Standing (l-r):** Kelly Hale, Porters Lake Elementary, Halifax County Local; Lyn Sutherland, Wallace Consolidated Elementary, Cumberland Local; Lori LeBlanc, Meadowfields Community School, Yarmouth Local; Jeff Green, Northumberland Regional High, Pictou Local; Jayne Peters, Elmsdale District School, Colchester-East Hants Local; Paul Ingram, Eric Graves Memorial Junior High, Dartmouth Local; Helen Whalen, West Richmond Education Centre, Richmond Local; Melissa Greenough, Windsor Forks District School, Hants West Local; Marla Davis, Aldershot Elementary School, Kings Local; Warren Dobson, South Queens Junior High, Queens Local; Greg Millman, Chester Area Middle School, Lunenburg County Local; Sharon Ryan, Tamarac Education Centre, Inverness Local; Stephen Campbell, Annapolis East Elementary, Annapolis Local; Chantal Letourneau, École Beaubassin, CSANE Local; Paul Hamer, Nova Scotia Teachers Union.

**Seated (l-r):** Delores Boudreau, École Beau-Port à Arichat et au Centre scolaire étoile de l'Acadie à Sydney, CSANE Local; Donna Sawlor, Brookland Elementary, Cape Breton District Local; Leah Weare, Cape Sable Island Elementary, Shelburne Local; Shawn Comeau, Digby Regional High, Digby Local; Paul Hunt, Elizabeth Sutherland School, Halifax City Local; Education Minister, Ramona Jennex; Julie McVicar, Mulgrave Memorial Education Centre, Guysborough County Local; Jack Beaton, Association of Nova Scotia Educational Administrators; Beverly Mullin, Nova Scotia Federation of Home and School Associations; Darlene Baretta, Dr. T. L. Sullivan Junior High, Northside-Victoria Local; Jenn Laudadio, Dr. J. H. Gillis Regional, Antigonish Local.

**Missing from Photo:** Edith D'Entremont, École Pubnico-Ouest, CSANE Local; Natalie Flinn, Department of Education and Jamie Stevens, Nova Scotia School Boards Association.



[www.teachersplus.ca](http://www.teachersplus.ca)

### TEACHERS PLUS INFO CENTRE

- 1 Check your mail box in May for your Credit Union Rebate.
- 2 Our office will be closed Monday, May 21, 2012 for the Victoria Day Holiday.
- 3 Planning to upgrade your Teaching License this summer. Ask us about our Master's Plus Incentive Program.
- 4 Teachers Plus Credit Union will be attending the NSTU Annual Council in May. Please visit our booth.

### MEMBER REFERAL PROGRAM

Refer a friend or family member to Teachers Plus Credit Union for an opportunity to receive a gift card up to \$100.00.

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Alex

## from the nstu president

### NSTU Upset with Minister's Remarks

As you saw on the front page, I was at the legislature April 26 along with more than 50 of our members including all Local presidents, RRC chairs and members of the Provincial Executive.

During question period, Ramona Jennex failed time and again to acknowledge the effect of her government's cuts to education funding. She denied there is any real impact in schools and classrooms based on the measures school boards have been forced to introduce in order to meet budget constraints. She answered questions about funding by saying that all boards have been appropriately resourced.

However, I was most disappointed with her comments about the Nova Scotia Teachers Union.

This came in her answer to an opposition member who asked why so very few of her NDP fellow politicians were at their office Friday, April 20 to face the hundreds of teachers who were there to protest.

She provided this answer which I quote verbatim from Hansard.

"Mr. Speaker, I would just like to remind everybody the Nova Scotia Teachers Union has every right to protest and to have petitions. They are there to make sure that their members are supported. The NSTU is for their members. This government is for the children. Thank you." (Interruptions)

At that point all our members stood up and walked out.

The Teaching Profession Act defines the object of the NSTU and clearly specifies that the Union is to advance the teaching profession and the cause of education in the province. The NSTU has throughout its history been an advocate not only for its members, but for education and students. Her characterization of the NSTU as only working in the interest of members, but not for students and education, not only flies in the face of our history and our widespread involvement in the key educational issues, but ignores and belittles our responsibility as set out in the province's legislation. Her own involvement in the NSTU was always focused on advancing teaching, learning and social justice.

We acknowledge we are in conflict with her government over the funding of public education, but that does not erase or diminish teachers' or the Union's commitment to quality education.

It is unfortunate that our passion as educators has been challenged the past two years by a government led by cabinet members, the majority of which could not take one day out of their schedule to join us at our Take an MLA to School day and see our reality for themselves. Only four of the 14 members took part: Minister of Justice, Ross Landry; Minister of Labour and Advanced Education, Marilyn More; Minister of Energy and Natural resources, Charlie Parker and Minister of Communities, Culture and Heritage, Dave Wilson.

I'm sorry to report we most likely have another year of needless cuts ahead and we must ask ourselves why? Why must we be satisfied in Nova Scotia with offering fewer opportunities and supports for all our students?

I thank you all, each and every one for coming out to those rallies and showing your support. It IS making a difference. In the end right will triumph, and eventually, our excellent education system will be properly resourced, for the betterment of all students.



Protestors in front of the Education Minister's office in New Minas.

### Le NSTU est très contrarié par les remarques de la ministre

Comme vous l'avez vu en première page des journaux, j'étais à la législature le 26 avril, accompagnée de plus de 50 de nos membres y compris tous les présidents de section locale, les présidents de CRR et les membres du Comité exécutif provincial.

Durant la période des questions orales, Ramona Jennex s'est refusé à plusieurs reprises à reconnaître l'effet des réductions faites par le gouvernement au budget de l'éducation. Elle a nié l'impact réel, sur les écoles et les salles de classe, des mesures que les conseils scolaires ont été forcés de prendre afin de respecter les contraintes budgétaires. Elle a répondu aux questions au sujet du financement en disant que tous les conseils scolaires avaient reçu des ressources suffisantes.

De plus, j'ai été tout particulièrement déçue par les commentaires de la ministre au sujet du Nova Scotia Teachers Union. Ceci est venu en réponse à la question d'un membre de l'opposition qui demandait pourquoi si peu de ses collègues du PND étaient dans leur bureau, le vendredi 20 avril, pour faire face aux centaines d'enseignants qui étaient venus protester.

Elle a donné cette réponse que je cite mot à mot à partir du Hansard :

« Monsieur le président, je voudrais juste rappeler à tout le monde que le Nova Scotia Teachers Union a tout à fait le droit de manifester et de faire des pétitions. Il est là pour assurer que ses membres sont soutenus. Le NSTU est là pour ses membres. Le gouvernement est là pour les enfants. Merci. » (Interruptions)

À ce moment-là, tous nos membres se sont levés et ont quitté la salle.

La *Loi sur la profession enseignante* définit l'objet du NSTU et stipule clairement que le NSTU doit promouvoir la profession enseignante et la cause de l'éducation dans la province. Tout au long de son histoire, le NSTU a été non seulement le défenseur des intérêts de ses membres mais également le défenseur de l'éducation et des élèves. Cette caractérisation du NSTU comme travaillant seulement dans l'intérêt de ses membres, et non pas des élèves et de l'éducation, non seulement va totalement à l'encontre de notre histoire et de notre participation considérable aux enjeux-clés de l'éducation mais elle ignore et sous-estime les responsabilités qui nous sont attribuées dans la législation de la province. La participation de la ministre elle-même au NSTU a toujours été axée sur la promotion de l'enseignement, de l'apprentissage et de la justice sociale.

Nous reconnaissons que nous sommes en conflit avec son gouvernement au sujet du financement de l'enseignement public mais cela ne diminue et n'invalide en rien l'engagement des enseignants et du syndicat à l'égard d'une éducation de qualité.

Il est regrettable que notre passion pour l'éducation ait été mise en doute, au cours des deux dernières années, par un gouvernement dirigé par des ministres dont la majorité n'ont même pas réussi à trouver une journée pour se joindre à nous lors de la « Journée d'invitation des députés à l'école » afin d'observer notre réalité de première main. Seuls quatre des 14 membres du cabinet ont participé à cette journée : Ross Landry, ministre de la justice; Marilyn More, ministre du travail et de l'enseignement postsecondaire; Charlie Parker, ministre de l'énergie et des ressources naturelles et Dave Wilson, ministre des collectivités, de la culture et du patrimoine. Je suis désolée d'annoncer que nous avons probablement une autre année de réductions budgétaires inutiles devant nous et nous devons nous demander pourquoi. Pourquoi devons-nous nous contenter, en Nouvelle-Écosse, d'offrir moins de chances et moins de soutiens à nos élèves?

Je remercie tous ceux d'entre vous qui ont participé à ces manifestations et montré votre soutien. Cela fait TOUTE la différence. En fin de compte, ce qui est juste va triompher et, un jour, notre excellent système d'enseignement disposera des ressources adéquates, dans l'intérêt de tous les élèves.

### 2012 REGIONAL ELECTIONS RESULTS BY LOCALS



Region	Elected
Annapolis-Hants-West-Kings	Acclaimed—Kim Frank
Antigonish-Guysborough	Acclaimed—Tammy Landry
Cape Breton Industrial	Elected—Sally Capstick
Colchester-East Hants	Acclaimed—Gerry Alley
Community College	Acclaimed—Louis Robitaille
Dartmouth	Re-Elected—Mark Savoury
Halifax City	Elected—Shawn Hanifen
Halifax County	Re-Elected—Paul Boudreau
Inverness-Richmond	Acclaimed—Sheila Hawley
Lunenburg	Acclaimed—Bill Bruhm

(continued from front page story)

## 1500 Rally at NDP MLA Offices Across Nova Scotia (cont'd)

"This is the second year that the Dexter government has made substantial cuts to public education - millions of dollars in cuts," said Ron MacIntosh, president of the Cape Breton District Local. "We realize that they are in a position that they want to show fiscal responsibility. We understand that, but we feel it shouldn't be done on the backs of our children."

Antigonish MLA Maurice Smith's office door was covered with messages from the 40 protesters who met the media outside his office.

"We're here today because we're concerned about the cuts to education and specifically we're concerned about maintaining our excellent education system in Nova Scotia," Sheila Hawley, chair of the Strait Regional Representative Council and Inverness Local president, said.

NSTU members from Shelburne County were joined by parents, students and taxpayers at Sterling Belliveau's office in Barrington Passage.

While the trend in Nova Scotia is lowering enrollment, some of the schools in Shelburne County including Hillcrest Academy have had an increase in enrollment, something protestors felt was not reflected in the budget.

"One size does not fit all," said Provincial Executive member John MacKay. "We have real children with real needs...if we didn't care about the kids we would not be here."



Protesters outside Maurice Smith's office in Antigonish.

In Bridgewater over 100 protesters chanted slogans such as "Kids not cuts," and "Where's Gary," outside MLA Gary Ramey's Bridgewater office on April 20.

"It used to be just the three Rs, but now we're also doing parenting, policing, social work and what have you. Those are all being downloaded on us," said Lunenburg County Local president Mike Stewart.

Stewart said besides the basics, teachers are now expected to implement over 70 provincial initiatives annually, and that number keeps growing, "yet they're taking money out of the system."

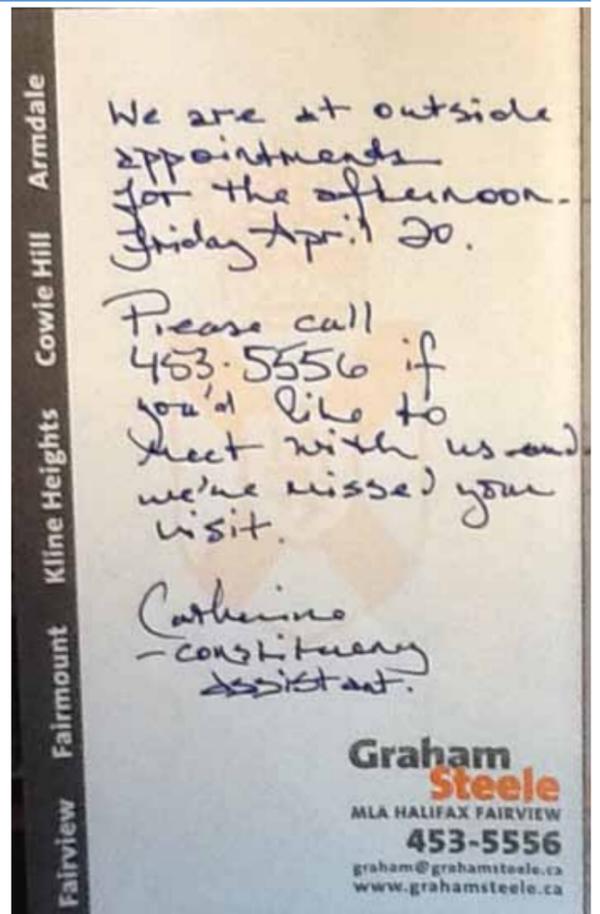
Approximately 100 teachers and supporters paraded out in front of Lenore Zann's office in Truro carrying banners bearing such slogans as "schools are not broken, they're broke," and "cuts hurt kids".

"We're here to protest all those cuts," said Robert George, president of the Colchester East Hants Local. "When you cut \$6.5 million from a school board budget, something's got to go."



More than 100 protesters at Gary Ramey's office in Bridgewater.

"Education is a team of people working together and we can't work without a full team," Lemoine said as a group of teachers protested outside the Amherst office of Cumberland North MLA Brian Skabar. "We have seen more than 700 teaching positions cut from the system, and that's not including the education assistants and other support personnel that are important to our team. These cuts can only hurt the programs and services we're offering students."



Handwritten sign in the window of Graham Steele's constituency office.



Local presidents, RRC Chairs and Provincial Executive members outside the Nova Scotia legislature after question period, April 26. Shown are: Back steps (l-r): Sally Capstick, incoming Provincial Executive member; Shelley Morse, Kings Local president; Cynthia MacKinnon, Provincial Executive (Pictou); Leah Lawrence, Annapolis Local president; Bill Bruhm, Provincial Executive (Lunenburg County); Paul Betuik, Provincial Executive (Halifax City); Jacinta Gracie, Provincial Executive (Northside-Victoria); Ian LeBlanc CSANE Local president; John Spurdakes, Chignecto RRC; Eric Boutilier, First Vice-President (Colchester-East Hants); Ian Comeau, Provincial Executive (CSANE); Joan Ling, NSTU Executive Staff Officer; Hope Lemoine, Cumberland Local president; Keri Butler, Halifax City Local president; Louis Robitaille, Community College Local president.

Standing on front steps (l-r): John MacKay, Provincial Executive (Queens-Shelburne); Sheila Hawley, Inverness Local president and RRC Chair; Marlene Boyd, Provincial Executive (Inverness-Richmond); Robert George, Colchester-East Hants Local president; Bernard LeBlanc, Richmond Local president.

Standing in front of steps (l-r): Tim MacLeod, Halifax County Local president; Wally Fiander, Provincial Executive (Digby-Yarmouth); Lori MacKinnon, Yarmouth Local president; Damian Hall, Provincial Executive (Community College); John Helle, Provincial Executive (Cape Breton District).

**ELECT**

# ERIC BOUTILIER

for NSTU PRESIDENT

**ÉLISEZ**



## Issues

### TEACHER WORKLOAD

For too many years now, the Department of Education and local school boards have been downloading initiatives and new tasks to schools and teachers. As teachers, we have worked hard to do all that has been asked of us, and often more. However, bottom line is, most teachers are left feeling frustrated, feeling like they just want to be "left alone" so they can do what they are paid to do: teach! It's time to let teachers do what they do well (and what parents of our students want as well) and that is: teach our students, and not have to deal with unnecessary paperwork and unnecessary initiatives like accreditation.

### CLASS SIZE AND COMPOSITION

Currently we have a soft cap at the early elementary. We need to expand these caps to include **all grade levels** in Nova Scotia. Obviously there needs to be some flexibility where a teacher(s) in schools could expand the cap by a few students for the best interest of all. Teachers should have a major role in determining this flexibility.

Composition of a class is just as important in determining what will work for the teacher (this would include the number of adaptations, IPPs, behavior plans and other service plans that might be put in place for the students in a class). We all know of situations where teachers can manage quite well with 25 or more students in the room, without special needs or additional responsibilities. A more challenging situation might arise in a class with many fewer students but may include several students with special needs (as indicated above). Obviously, class size and composition are linked together.

### MARKING AND PREP TIME

One of the things that perhaps has been forgotten is that we used to have adequate marking and prep time. Teachers used to get 40-50 minutes prep time per day or more. We lost this very necessary time to prepare for teaching. We need a return to adequate marking and preparation time. We need to have a **strong voice** at the negotiation table to drive home the point that teachers need this time back. I will be your strong voice at the table to regain this important part of effective teaching.

### NEW TEACHERS

New teachers and teachers coming into our profession need to know they can **count on support** from the NSTU. Too many new teachers are feeling the burden of expectation in today's classroom. New teachers must be supported on many levels for the good of our profession.

### EDUCATION FUNDING

Nova Scotia has the second lowest funding, per pupil, in Canada. This is unacceptable. We should be at least funded to the national average. This would mean an increase of a few thousand dollars per student to our system. Increased funding would have a major impact on the number of teachers we could have in schools around the province.

### CONTRACT

As we seek a new contract; it is time for the government to recognize the increased workload and contributions of teachers, administrators, faculty and professional support staff.

### OPPORTUNITY

The government of Nova Scotia is missing a major opportunity in dealing with the chronic funding issue in our province. While student enrollment is declining, the government should maintain funding at current levels so that the education system could deal with chronic issues.

### PERSONAL INFORMATION

- \* Married to Janine (also an NSTU member) President of professional association SPAA;
- \* 2 Children, Benn, student at NSAC and Abby a gr. 11 student at CEC.
- \* Resides in Brookside, just outside Truro.
- \* Eric is the Guidance Counsellor at Bible Hill Junior High and a gr. 9 Healthy Living Teacher.

### EDUCATION

- \* Acadia University  
M. Ed 1999
- \* Saint Mary's University  
M. Ed 1995
- \* Acadia University  
B. Ed 1984
- \* Nova Scotia Teachers College  
A. Ed 1983

### NSTU ACTIVITIES

#### NSTU COMMITTEES

##### Local

Annual Council Delegate  
Economic Welfare Committee  
Professional Development Committee  
Public Affairs Committee  
Public Relations Committee  
Grievance Committee  
Finance Committee  
School Representative

##### Provincial

Member Services Committee  
Negotiating Committee  
Personnel Committee  
Nominating Committee

#### OFFICES HELD

##### Local

President  
Past President  
Vice-President of Economic Welfare

##### Regional

Chair of Chignecto-Central Regional Representative Council  
Vice-Chair of Chignecto-Central Regional Representative Council  
Co-Chair Teacher/Board Committee  
Negotiating Committee

##### Provincial

First Vice-President  
Second Vice-President  
Chair of Member Services

##### National

Canadian Teachers' Federation Board of Directors

##### International

Education International – 2011 World Congress Delegate  
Canadian Teachers' Federation Overseas Teachers Association School Rep (Germany)

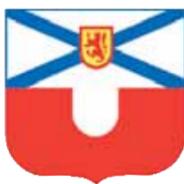
##### Regional

Teacher/Board Committee  
Economic Welfare Committee  
Negotiating Committee  
Asking Package Committee  
Equity Committee  
Excellence in Teaching Committee  
Time to Learn/Time to Teach Committee

Public Affairs Committee  
Public Relations Committee  
Provincial Economic Welfare Committee

Vice-President of Public Affairs  
Local Returning Officer  
School Representative

Chair of Personnel Committee  
Chair of Nominating Committee  
Chair of Prov. Economic Welfare Comm.



My experience as a positive NSTU leader has never wavered.

That approach has helped me gain success for our members at the local, regional and provincial level. I commit to you in carrying forward as your President, this same approach. As your new President,

*I will bring a different leadership style,  
one that speaks forcefully and effectively in defense of  
Teachers and Public Education!*

Contact ERIC at:

**emboutillier@nstu.ca**

**I ask for your support on May 23<sup>rd</sup>.  
Je demande pour votre appui le 23 mai.**

# DAMIAN HALL

## for NSTU President

### Working for YOU, Working with YOU

As the proud father of three children, two public school graduates and a third following in their footsteps this year. I have witnessed, first hand, the dedication and commitment of public school teachers in Nova Scotia.

I am proud to be a member of Nova Scotia Teachers Union as we work to address the unnecessary add-ons to teacher workload. PowerSchool, class size, class climate, IPPs as well as diminishing budgets and resources are causing great stress for all NSTU members both in public school and the community college.

As an organization, I believe the Nova Scotia Teachers Union is at a crossroads in its existence. With the pressures of the modern age, approaching the 91<sup>st</sup> Annual General Meeting this month, we must ensure that we do all we can to survive in this climate.

A profound anti-union sentiment is evident in BC and elsewhere in Canada, as teachers exercise their rights under their respective collective agreements. It is also occurring in the USA, where various states have been limiting the right of unions through legislation.

We have to be strong, and be united as we challenge our foes; negative public opinion, political misrepresentation and decreased funding from the Government.

What we have to ask ourselves; do we have the strength, the will, to stand together and continue to fight for what we have fought so hard over the last 100 plus years to earn?

As educators, several changes have occurred over the past twenty years, which have impacted all aspects of our lives.

To qualify to teach in public school, we need to have six years of post-secondary study. As we progress through the system, we see workload increasing, while the respect we receive decreases and our salaries are eroded as the "fiscal restraint" cuts into the bottom line.

Society has shifted in such a way that all too often, parents are adversaries and not partners as we seek to educate their children. Through APSEA, the public school and the Community College, there have also been reductions in resources and an increase in class size, all having the net impact of decreasing the amount of quality time that we can give to the learners in the system.

To combat this, we need to bring a new strength and cohesiveness to the Union. There seems to be a belief that in some ways, the NSTU is not the feisty union it was meant to be. While there are many times that "behind the scenes" lobbying can be very effective, the members also need to be aware that they are valued as part of the solution.

If you elect me as your next president, there are several changes that I hope to facilitate. It is my hope that they will be seen as improvements in the way that we conduct ourselves as a Union.

I recognize the unfortunate problem of NSTU members bullying NSTU members. This could be seen in many different ways, none of which are healthy for the affected member or for the Union. To this end I propose, with the support of the Provincial Executive and NSTU members from all parts of the Union, to set up a task force. The goal will be to develop effective strategies where the NSTU can help members deal with this problem, helping to end bullying of members by members for the good of all. To be effective as a Union, to be strong as a Union, we have to be united, all working towards the same goal.

I believe that the ultimate goal of our organization is to improve the working conditions for all members through effective negotiations. The result will be positive for all, with teachers, and all NSTU members involved in education, being able to focus on educating and supporting students because their other needs have been met.

To achieve this however, we have to be willing, at some point, to take a stand for our hard won rights. We are highly trained, we work hard and we deserve everything we currently receive. Outside the Union, some, including some elected representatives, would say that we do not deserve; I would vehemently disagree.

The NSTU is a great organization which is going to have to focus its' energies if it is going to survive in the present climate. As your next president, I would be proud, with your support, to lead this fight against any government.

I have been asked how I can fully appreciate the position or working conditions of teachers when I come from Community College. While I acknowledge that there are differences in data entry and tracking, the overarching issues are the same; excessive workload, unmanageable class sizes and unreasonable additional expectations from management. I am a Unionist FIRST, the Community College is where I work; it does not define who I am. I would argue that there are more similarities than differences, especially when the primary goal of the NSTU is considered. "The objects of the Union are to advance and promote the teaching profession and the cause of education in the Province".

We know that if the needs of members are met, and they feel both safe and satisfied, they will be able to focus more fully on the task at hand, educating students and supporting public education. To this end, the Nova Scotia Teachers Union must use every tool available through negotiations to improve working conditions for all members.

As an organization, we need to develop and implement a long-term effective strategy to raise the profile of the NSTU. It often appears that we have been lurching from crisis to crisis, when what should have been evident was a steady, deliberate move to elevate public educators in the province.

To ensure our survival, we need to agree that this is important, and then we have to support each other to make it happen. We must get past the "blame game" and work together.

The potential of the NSTU is beyond compare. We have over 10,500 highly educated and motivated individuals. With your help and commitment we should be able to harness this energy and expertise to take the NSTU to the position that it deserves to occupy in Nova Scotia.

As your president, I know that I would have the commitment and fortitude to stand up when necessary. I also know that I will do all that I can to ensure that the Union is embraced and valued by all members. To be strong we need the commitment and confidence from each and every member.

I believe that working together WE CAN make the Union stronger. I encourage you to vote on May 23, 2012. Every voice counts.



*"Damian is a thinker. He listens intently, he examines, he really studies the situation before he makes a valid comment or suggestion that is doable and realistic."*

—Tammy Landry, Provincial Executive Member,  
Antigonish-Guysborough and elementary Music teacher

#### Provincial Level: NSTU

- Executive Member
- Chair, Community College Economic Welfare Committee
- Member Services Committee
- Governance Committee
- Community College Negotiating Committee
- Nominating Committee
- Professional Development Committee
- Ad hoc Committee on Substitute Teachers

#### Local Level: NSTU

- President
- Nominating Committee
- Delegate to NSTU Annual Council
- Finance Committee
- VP Professional Development
- School/building Representative
- PD Committee

#### Leadership development:

- NSTU leadership development
- NSTU Executive planning

#### Other relevant information:

- Faculty, Pictou Campus, NSCC since 1988
- Charter member of AAE (Association of Adult Educators)
- Nova Scotia Teachers College A.Ed 1987
- Vocational Education diploma 1990
- Canadian Institute of Management modules Foundations, Organizational Behaviour, Business Law

**I believe that working together  
WE CAN make the Union stronger.**

**I encourage you to vote on May 23, 2012.  
EVERY VOICE COUNTS.**



**Contact:**

**DAMIAN HALL**



join me on **facebook** Damian Hall 4 NSTU

**damianhall.4nstu@gmail.com**

**twitter** @DamianforNSTU

**www.damianhall4nstu.ca**

**902.485.1302**



Élisez



Nova Scotia Teachers Union

# Shelley Morse for NSTU President 2012

## UNITED WE ARE STRONG!

Elect



Nova Scotia Teachers Union

*The business model can no longer be applied to the education system! At the classroom level, we program and act on students' individual needs, but the government and boards base funding and decisions on a "one size fits all" formula.*

### Vision

#### WE NEED:

- ✓ a union that encourages and welcomes participation and commitment of all members
- ✓ transparency, honesty and full disclosure on issues and actions
- ✓ to advocate for proper allocation of support for inclusive practices in all schools and campuses
- ✓ job security to eradicate uncertainty regarding a long-term career
- ✓ a profession that is adequately funded
- ✓ to restore and protect the status of educators as valued community members
- ✓ to protect and advance contract benefits, pension and health care



### Vision

#### NOUS AVONS BESOIN:

- ✓ d'un syndicat qui encourage et accueille la participation et l'engagement de tous les membres
- ✓ d'être honnête en ce qui concerne des problèmes et des actions
- ✓ de recommander la répartition de soutien des pratiques inclusive pour toutes les écoles et tous les campus.
- ✓ de la sécurité du travail pour éliminer l'incertitude en ce qui concerne une carrière à long terme
- ✓ d'une profession suffisamment financée
- ✓ de restituer et de protéger la position des éducateurs comme membre de la communauté
- ✓ de protéger et d'avancer les bénéfices du contrat, de la pension et de notre plan de santé

**Elect Shelley Morse – A voice to support ALL members!**

### Issues:

**Salaries and Benefits** – even though the cost of living continues to rise, recent salary increases have been dismal; especially in light of the advances achieved by other unions. Members are highly trained individuals who work countless hours; therefore, monetary compensation should reflect workload, qualifications and experience.

**Workload and Working Conditions** – outcomes, marking, preparation, absenteeism, suspensions, PLCs, adaptations, IPPs, behaviour plans, inclusion, semestering, initiatives... members are working far beyond the "school day" to try to complete tasks, often doubling the hours worked per week. Advances in technology (PowerSchool, email, course websites, etc.) have also increased workload significantly. These demands are unrealistic and taxing members' health and personal lives. This burden only continues to get worse year after year. Lip service from our employers simply adds insult to injury. Results are needed to restore balance to members' lives and well-being.

**Class Size and Diverse Learning Needs** – class sizes are on the rise again and class caps are being increased. Such measures increase workload and reduce the number of NSTU members required at schools and campuses. Larger class sizes lessen teacher-student interactions. CTF reports that one in every six students has an identified learning exceptionality. We continue to serve a more diverse population with dwindling support. This must stop.

**Violence against Members** – cyberbullying, threats, abuse from parents and students, harassment, and violent students, are stressors interfering with our work day. We need to feel safe in our workplaces.

**Job Security** – cuts to education funding mean fewer jobs and more movement across the province. It is more difficult for members to retain work in their hometowns. Constant cutting of the workforce engenders insecurity.

**Funding for Progressive, Innovative Education** – the face of education has rapidly changed over the past decade. The complexity of student needs is much different now. Funding formulas must reflect the new culture of learners. We can no longer accept being second from the bottom in provincial per capita funding! We need to be more proactive.

*"Shelley's keen insight and knowledge of the NSTU, and the education system in Nova Scotia, has proven her to be the positive leader necessary to carry our organization into the future."*

—Jacinta Gracie, Provincial Executive Member for Northside-Victoria

*"When I first met Shelley, I was impressed by her passion and commitment to unionism. Shelley is a person of action. I know that she will fight for the rights and well being of teachers and members across our province."*

—Sheila Hawley, Chair of the Strait RRC and Inverness Local President

*"Shelley possesses the practical leadership skills necessary to achieve success. She is responsible, persistent, confident and committed. Shelley takes the initiative to get the job done and is not afraid to make the hard choices or ruffle a few feathers!"*

—Belinda Snow, REWC Chair; AVRRC Grievance Chair; former NSTU 2nd Vice-President; Past President – Hants West Local

### NSTU Experience

#### Provincial Positions

NSTU 1<sup>st</sup> Vice-President (08; 09)  
 Provincial Table Officer  
 Chair, Provincial Economic Welfare (09-10)  
 Chair, Member Services Committee (08-10)  
 Provincial (TPA) Bargaining Team (08-09)  
 TWAR Committee  
 CAPTO member  
 Provincial Executive Member (02-06)

Personnel Committee  
 Legal Services ad hoc Committee  
 Public Relations Committee  
 Structure Review ad hoc Committee  
 Nominating Committee  
 New Member Committee  
 Discipline Committee  
 Finance and Property Committee

#### Regional Positions – Annapolis Valley Regional Representative Council

Chair, AVRRC  
 Chair, AVRRC Grievance Committee  
 Co-chair, Management – Teacher Committee  
 Time to Learn, Time to Teach Coordinator  
 Regional Economic Welfare Committee  
 Regional Asking Package Committees (5)  
 Regional Collective Agreement Negotiating Teams (3)  
 Regional Returning Officer – NSTU Presidential Election

Time to Learn, Time to Teach Committee  
 Regional Elections Convener  
 Regional Elections Committee  
 Regional PA/PR Committee  
 Constitutional Review  
 Finance Committee  
 Kings Local rep – AVRRC

#### Local Positions – Kings

Local President  
 VP – Professional Development  
 VP – Economic Welfare  
 Local Table Officer  
 Past President  
 Chair, Resolutions Committee  
 Chair, Nominating Committee  
 Chair, Substitute Teacher Committee  
 Chair, New Teacher Committee  
 Chair, NSTU/AVRSB Joint Education Committee  
 Chair, Local Annual Retirement Banquet (7 yrs)

Economic Welfare Committee  
 Secretary, PD; PA/PR; and Finance Committees  
 PA/PR Committee  
 Constitutional Review Committee  
 Finance Committee  
 PD Committee  
 Communications Committee  
 Staffing/Term Teacher Committee  
 NSTU/KCDSB Joint Budget Committee  
 School Representative (10-11; 85-92)  
 Annual Council Delegate (17 years)

#### National Involvement

CTF Teachers' Aspirations Focus Group (regional meetings in NS)  
 CTF Global Action Week activities 2010  
 Seventh Annual CTF "Hill Day" 2010 (Meeting with MPs across Canada regarding diversity & human rights issues)  
 CTF Advisory Committee on Diversity and Human Rights (09-11)  
 Canadian Teachers' Federation Delegate (05; 06; 07; 09; 10)

Provincial negotiations for Public School members will begin again in June and Community College negotiations are ongoing. The NSTU needs a strong leader to ensure workload issues; marking and prep time; salary increases; and class size and class climate challenges are addressed. *Let me represent you at the table to achieve our goals together!*

**I have experience at all levels, proven negotiating skills, a strong work ethic and a results-oriented leadership style.**

**VOTE for Shelley  
on May 23<sup>rd</sup>**

**Moving Forward Together! Supporting members at the grassroots level!**

**PUTTING MEMBERS FIRST AND GETTING RESULTS**

**VOTEZ pour Shelley  
le 23 mai**

[www.facebook.com/people/Shelley-Morse/663741776](http://www.facebook.com/people/Shelley-Morse/663741776) <https://twitter.com/#!/shelleymorse1>

[www.electshelley.com](http://www.electshelley.com) [slmorse@nstu.ca](mailto:slmorse@nstu.ca) 902-542-3629

## Candidate for NSTU First Vice-President 2012

### Marlene Boyd

#### Experience, Commitment, Leadership

##### NSTU POSITIONS (PROVINCIAL)

- Provincial Executive Member
- Personnel Committee
- Chair, Resolutions Committee
- Sheonoroil Board of Directors
- Chair, Nominating Committee
- Insurance Trustees
- First Vice-President
- Chair, Provincial Economic Welfare Committee
- Negotiating Committee
- Chair, Member Services
- Pension Committee
- Chair, Public Affairs Committee
- Professional Development Committee
- Public Relations Committee



- Chair, Constitution Committee
- Occupational Health & Safety Committee
- Class Size Committee

##### NATIONAL/ATLANTIC

- Past Member of the Council of Atlantic Provinces Teacher Organizations (CAPTO)
- Past Member Canadian Teachers' Federation Board of Directors (CTF)

##### LOCAL

- President, Richmond Local
- VP Economic Welfare
- Grievance Committee
- Negotiations Committee
- Asking Package Committee
- VP Professional Development
- VP Public Affairs
- VP Public Relations/Communications
- School Rep
- Annual Council Delegate

##### REGIONAL

- Chair, Strait Regional Representative Council
- Negotiating Committee
- Asking Package Committee
- Grievance Committee
- Chair Teacher-Management
- Chair Teacher-Board
- Chair Strait Regional Institute for Staff Development
- Chair Time to Learn-Time to Teach

Unfortunately it becomes more and more certain that adequate funding for education is not a priority for this government. Minister Jennex and Premier Dexter continue to ignore our pleas that these cuts will have a devastating effect on the students in the classroom. It is obvious that they believe it is acceptable for teachers to once again do more with less. This is totally unacceptable!

We need to continue to send a strong message that education is the future of this province and needs to be treated as such. It was great to see the turnout of members at the NDP constituency offices trying to do that very thing. Our members, unlike government, are very concerned about the profound effect these cuts will have on our students.

I believe our actions are making a difference but we must be persistent in continuing to deliver our message that these cuts will be detrimental to our education system. We need to emphasize the severe impact they will have and the significant changes that will be seen in our classrooms when schools open in September.

Communication continues to be an issue within the NSTU and needs to be addressed. Strong communication is the key to the success of any organization and has to be a priority. Effective two way communication to and from members is essential. While efforts have been put forth to actively engage our members we know this continues to be a challenge. Ensuring we communicate effectively with our grassroots members is a critical step to overcoming this challenge.

In my previous article I mentioned the urgency to deal with increasing workload issues and the lack of necessary time and supports for members. We have tried in the past to address these issues through committees such as Time to Learn – Time to Teach and a joint committee of NSTU and Department of Education. Neither proved successful in addressing the major workload issues members were experiencing in the classroom. Workload issues and a meaningful wage increase must be addressed in our upcoming round of provincial negotiations. We need to stand strong and send a message to our government that we are no longer going to stand by while our workload and salary concerns continue to be ignored!

As an organization we have to be proactive rather than reactive. There is an assault on unions and a definite plan to take away rights and benefits that we have worked so hard to achieve. We too, must have a plan and we must be ready to stand strong and stand up to these attacks. Our membership must feel confident in our ability as leaders of this organization to do this.

I feel very fortunate during my many years involved in union to have worked with and learned from some very experienced, knowledgeable and committed individuals. I will always be grateful to them for teaching me so much and for instilling in me such a great respect and understanding of union.

I believe I have the experience, negotiating skills and leadership necessary to serve as First Vice-President and member of the upcoming provincial negotiations team. In this role I would work tirelessly to improve the benefits and working conditions of our members that they so need and deserve.

We are facing some of the biggest challenges that we have faced in a very long time and how we respond, I believe, will determine the strength and future of our union.

**Challenging times deserve a leader who will challenge.**

**Let me be your voice!**

**CONTACT: meboyd@nstu.ca / 902.625.3096**

## Education Week Ceremony in Shelburne

The Shelburne Local held its annual Education Week ceremony at the Sandy Point Lighthouse for the third year in a row. The Local celebrated every member nominated for an Education Week award at a barbeque attended by 66 people. Five members also received 25-year pins. The Education Week nominees included John MacKay, Becky Brannen, Claudette Comeau, Gail Goreham, Pam Smith, Stephanie Reashore, and Lisa Holmes. The 25-year pin recipients were Blaine Hirtle, Pam Smith, Karen Harris, Merni Locke, and Rena Balcom. The group was entertained by teacher Shelly MacIntosh. Gift cards were given to the newest B.Ed. graduate (Emma Swaine), the member with the largest class size (Colleen Scott), and the member who used a hand/cow bell the most years in their career (Bonnie Mahaney).



Provincial Executive member and Education Week nominee John MacKay gives fellow nominee Pam Smith her award at the annual barbeque.

## Museum Professionals Gather to Celebrate Excellence

**GATINEAU, Québec, April 26, 2012** - Each year, the Canadian Museums Association (CMA) is proud to celebrate excellence in the Canadian museum field. This year is no exception with the presentation of 20 awards during a special celebratory dinner that was held at the Hilton Lac-Leamy on April 25, 2012. The CMA wishes to congratulate all award recipients for their professional achievement and excellence in the museum sector.

One of this year's award recipients for the Museums and Schools Partnership Award were Grosvenor Wentworth Park School (Grade Five students with its partner the Maritime Museum of the Atlantic) in recognition of their exemplary collaboration in the development and delivery of "Real Museum Reel History" - Titanic 100, a dynamic audio-visual project interpreting the heritage of the Halifax region.

## Mother's Day Brunch

What better way to say "I Love You, Mom!"



May 13th 2012

Seatings: 11:00 AM & 1:30 PM

Chef attended stations

Kid's Room with a Flower Pot Decorating and Planting Activity to give to Mom

Children ages 6-12 are ½ price, 5 and under are free

Reservations recommended, call

**Delta Halifax: 474-7060**



## Recognizing Anxiety

by Maya Fallows, O.T. Reg. (N.S.)  
Case Coordinator, Early Intervention Program, NSTU

We all feel anxious at times. Everyone has day to day challenges such as pressures at work, having to give a presentation, having a near miss accident with a car, writing a test or awaiting a lab test result. These can all lead to a sense of worry and fear. Although these feelings may be uncomfortable for us to bear, they are normal and expected sensations that we face on a day to day basis. Often, anxious feelings can help us to deal with threatening situations such as to study harder for an exam or perform better in sports. Anxiety is not normally harmful and normally lasts for a short duration of time. However, when anxiety becomes persistent and disrupts ones ability to cope with daily life, then this may be a sign of an anxiety disorder. People diagnosed with an anxiety disorder describe prolonged feelings of fright and distress that can disrupt relationships, ability to perform at work, and quality of life.

Anxiety disorders are the most common of all mental health problems. It is estimated that 1 in 10 Canadians are affected. Anxiety disorders most often have an onset in childhood or adolescence but can begin in adulthood. They are more common in women than men. Anxiety disorders can be treated once diagnosed.

### Generalized Anxiety Disorder:

Generalized anxiety disorder (or GAD) is described as excessive, exaggerated, chronic and debilitating anxiety and worry about everyday life events. People with symptoms of GAD tend to always expect the worst and

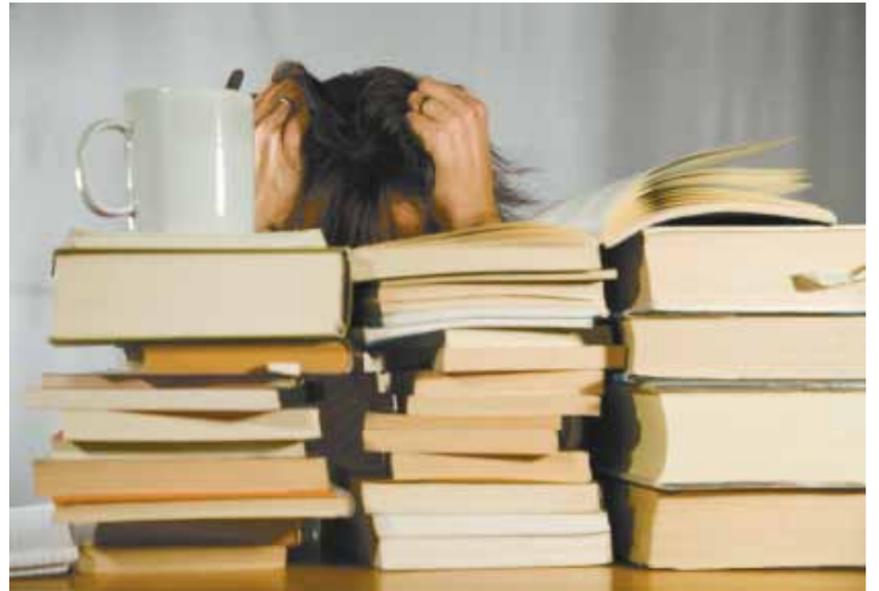
can't stop worrying about health, money, family, work, or school. The worry often is unrealistic or out of proportion for the situation. Daily life becomes a constant state of worry, fear, and dread. Eventually, the anxiety dominates the person's thinking that it interferes with daily functioning including the ability to properly care for one's self, attend and cope with work and school, participate in social activities and partake in relationships.

### Symptoms to Watch For:

GAD affects the way a person thinks and behaves, their emotions and often leads physical symptoms. Some of the symptoms of GAD can include: excessive and prolonged worry, exaggerated or unrealistic views of problems, restlessness, irritability, muscle tension, headaches, sweating, difficulty concentrating, gastrointestinal discomfort such as nausea and diarrhoea, fatigue, difficulty with sleep, and trembling. It is common for individuals with GAD to have other forms of anxiety disorders such as panic disorder, phobias or obsessive compulsive disorder and the disorder is often accompanied by depression and issues with substance abuse.

### Causes of GAD:

The exact cause of GAD is not fully known but it is believed that the origin is a combination of biological factors (genetics and brain chemistry) combined with environmental factors such as an individual's personal circumstances.



Stressful events or trauma, such as abuse, the death of a loved one, divorce, and changing jobs or schools, may lead to GAD.

### Diagnosis:

A proper diagnosis is key to ensure the right treatment path. Many people go undiagnosed for 10 years or more. If you are experiencing symptoms seek the assistance of your family doctor. Your doctor will gather information about your medical history and perform a physical examination. A diagnosis of GAD will be made based on reports of the intensity and duration of symptoms - including how your ability to function is disrupted by the symptoms. Your doctor will then determine if the symptoms and degree of dysfunction indicate a specific anxiety disorder. GAD is diagnosed if symptoms persist for at least six months and interfere with your activities of daily living such as your ability to properly care and perform at work.

### Treatment:

There are two main medical approaches to treating this anxiety disorder: (1) drug therapy and (2) cognitive-behavioural therapy (CBT). A combination of these two treatments can be effective.

As there is usually a biological component, anti-depressants and anti-anxiety drugs are usually prescribed. Drugs may be especially helpful for people whose anxiety is interfering with daily functioning. It is necessary to inquire about possible side effects of any medication.

Therapeutic strategies often offered by a Registered Psychologist such as Cognitive Behavioural Therapy can be effective in reducing symptoms of anxiety. The technique helps people adapt their anxious thoughts, interpretations and predictions into ones which are more rational. This type of therapy helps control distorted thinking by looking at fear and worry more realistically.

Relaxation techniques such as deep breathing can help control muscle tension that often accompanies GAD. Support groups and educational resources are often also helpful in treatment. GAD can transform an individual's life and the relationship they have with their families and friends. Learning all you can about the anxiety you are experiencing can help you develop tools and coping strategies for living with the disorder.

Although pharmacotherapy, psychological, behavioural and supportive interventions may not totally rid one of GAD and symptoms may return from time to time, one can achieve substantial relief from symptoms with proper treatment.

### What Can You Do?

Here are some things that you can do to control or lessen symptoms.

- ❖ Stop or reduce your consumption of products that contain caffeine, such as coffee, tea, cola and chocolate.
- ❖ Ask your doctor or pharmacist before taking over the counter medicines or herbal remedies as many contain chemicals that can increase anxiety symptoms.
- ❖ Exercise daily and maintain a healthy balanced diet.
- ❖ Incorporate a regular sleep routine.
- ❖ Seek counselling and support after a traumatic or disturbing experience.
- ❖ Practice stress management techniques like yoga, deep breathing or meditation.

### More information:

For further information about anxiety disorders, contact the Anxiety Disorders Association of Canada ([www.anxietycanada.ca](http://www.anxietycanada.ca)). For more information and to find support and resources available in your community contact the Canadian Mental Health Association ([www.cmha.ca](http://www.cmha.ca)).



## Yoga in Schools

### 5<sup>th</sup> Annual Summer Institute Teacher Training

Four days that can transform your life and your teaching career!

Be one of the growing number of teachers bringing this transformational yoga experience to their students; a course that inspires growth, connection and inner peace.

This program will provide teachers with module 1 & 2: an introduction to Yoga, Yoga II, Special Needs and Yoga for Autism, with physical practice and experiential activities.

These hours are part of the optional 200hr certification, which is required to teach Yoga II in schools. Graduates of the 200hr certification program will receive all yoga programs designed by Jenny.

*"My husband has undergone a transformation in this program. His experience has been extremely positive, physically, mentally and emotionally. Yoga has given him new strategies to handle stress and a new approach to life." —Teacher Training Applicant 2012*

*"Joy and gratitude is palpable throughout the journey. This course is changing many lives, having lasting effects within the education system." —Sue Stevenson, Phys. Ed Consultant*

This PD workshop will leave you feeling refreshed, renewed and inspired.

**Leader(s):** **Jenny Kierstead** is a former Phys. Ed teacher and the founder of Breathing Space Yoga Studios. She was the contributing designer of the Yoga II, co-author of Yoga for Autism and Special Needs. She created the Yoga Posters for Elementary and Secondary levels published through Thompson Publications and has trained and mentored the many teachers introducing yoga to their schools.

**Blair Abbass** has been teaching meditation within his classroom for 25 years and was the first teacher to bring Yoga II to the HRSB. He is a contributing designer of the Yoga II curriculums in the area of meditation.

Date(s): July 23-26<sup>th</sup>, 2012  
Time: 9:00 a.m. - 4:00 p.m.  
Location: Chocolate Lake Hotel, Halifax  
Fee: \$ 500.00 + HST (check local PD for funding)  
Register early to secure your spot!  
Contact: Jenny Kierstead and Blair Abbass 444-YOGA (9642)  
[info@BreathingSpaceYogaStudio.ca](mailto:info@BreathingSpaceYogaStudio.ca)

## did you KNOW?

The Early Intervention Program (EIP) invites NSTU members to sign up for our Wellness email list at [Be\\_Well@nstu.ca](mailto:Be_Well@nstu.ca).

Please contact Erin at [ekeefe@staff.nstu.ca](mailto:ekeefe@staff.nstu.ca) to provide your NSTU email address. The [Be\\_Well@nstu.ca](mailto:Be_Well@nstu.ca) list will provide information about the EIP and other wellness topics.



# DEVELOPING SUCCESSFUL SCHOOLS

## Strategic Approaches to Conflict Management and Negotiations

Mount Allison University  
Sackville, NB

July 9-12, 2012

### Institute Resource People ROBERT HICKEY, GLENDA FISK & BRENDAN SWEENEY

**Robert Hickey, PhD** teaches the core courses on unions and collective bargaining in the Master of Industrial Relations program at Queen's University. An experienced negotiator, Robert spent 10 years as a union organizer and representative in the US. Robert's research interests focus on how labour management relations in the context of industrial restructuring and public sector reform.



**Glenda Fisk, PhD** joined the School of Policy Studies at Queen's University in 2006 after completing her PhD in Industrial/



Organizational Psychology at The Pennsylvania State University. Her research interests focus on how emotional experience impacts work performance, stress, and resilience. In addition to research Glenda teaches graduate-level classes in Human Resource Management, Organizational Behaviour, statistics, and research methods.

**Brendan Sweeney, PhD** works as a Post-Doctoral Fellow in the Queen's University Industrial Relations Centre. He is the lead researcher on a multi-year project that examines labour relations in Ontario's K-12 education sector, where he has helped develop workshops for school administrators and school board labour relations personnel. He also has experience coaching high-performance athletics at Queen's, the University of Washington, and McMaster.



### Strategic Approaches to Conflict Management and Negotiations

We negotiate all the time. Working with colleagues, resolving disagreements, and engaging with other stakeholders all involves negotiations. The ability to negotiate effectively is a learned skill and one that can be developed and improved over time. This conference is designed to improve negotiations skills through critical analysis and self-reflective learning.

Through a series of hands-on exercises, guided discussions, and interactive presentations, the workshop will help participants to critically analyse their negotiating style and enhance conflict management skills. The workshop is organized around three critical areas in the field of negotiations theory and practice: strategic negotiations, emotional intelligence, and effective conflict management.

Linking research and evidence-based studies to the wealth of workshop participant experiences, participants will gain practical tools and approaches to better prepare for negotiations and effectively manage the emotional dimension of dispute resolution procedures.

We will:

- Assess current practices and research on negotiations and conflict management in the education sector
- Develop innovative approaches to negotiations and conflict resolution
- Use our emotional intelligence to solve real work-related problems

This Institute is intended for School/District and other educational administrators from Atlantic Canada. A total of 60 participants will be accepted.

Educators who are members of the sponsoring organizations - registration fee is \$300. All others \$400. For registration information, contact Gail Doucette at the NSTU, 3106 Joseph Howe Drive, Halifax, N.S. B3L 4L7; Phone: 902-477-5621, 1-800-565-6788 (toll-free in N.S.).

## NSTU SECONDMENT RESOURCE FILE

Secondment application forms are available on the NSTU "Members-Only" website.

To obtain the secondment application form:

- Enter the NSTU members-only website
- Select "Union Affairs" from the menu
- Select "Secondments" from the drop-down menu

## Candidate for CTF Delegate 2012-13

### Hope Lemoine



Dear Council Delegates and NSTU Members:

I am offering my enthusiasm and passion for all things NSTU related in offering for the position of CTF Delegate 2012. I bring a wide variety of experiences that I believe will make me a valuable contributor to the CTF delegation. I ask for your support at Annual Council 2012.

### NSTU COMMITTEES:

#### LOCAL:

Cumberland Local Social Committee	2010
Cumberland Local PD Committee	2007-
Cumberland Local Nominating Committee	2006-
Cumberland Local Resolutions Committee	2006-

#### REGIONAL:

Equity Committee	2010-11
Regional Negotiations Team	2010-12
Time to Learn, Time to Teach Committee	2007-
CCRSB Marking and Prep Time Committee	2005-
Chignecto-Central Regional PD Committee (Article 60)	2000-03
Chignecto-Central Regional Representative Council (CRRC)	1997-

#### PROVINCIAL:

NSTU Council Steering Committee	2011
NSTU Resolutions Committee	2008-10
NSTU Pension Committee	2007-09
NSTU Curriculum Committee	2006-07
NSTU PE Ad Hoc Committee on Governance	2006-07
NSTU Nominating Committee	2005-06

### OFFICES HELD:

#### LOCAL:

President, Cumberland Local	2010-
VP-Economic Welfare, Cumberland	2007-
VP-PD	1996-01

#### REGIONAL:

Vice-President CRRC	2011-
Chair, REWC	2007-10
Chair, Regional Grievance Committee	2007-
Member-at-Large, RRC	1997-

#### PROVINCIAL:

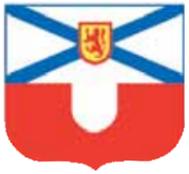
Provincial Executive Member, Cumberland Local	2003-2007
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#### OTHER POSITIONS:

Active participant at 17 Annual Councils  
Attend the NSTU Leadership Development Conference Annually  
Completed the NSTU Parliamentary Procedure Course

I look forward to seeing you at Council. Thank you for considering me for CTF Delegate.

Hope Lemoine



# NSTU RALLIES



*NDP Minister of Justice Ross Landry, one of the few MLAs to speak to protestors, addresses the rally in New Glasgow.*



*Some of the 500 protestors at Premier Darrell Dexter's office hold their handmade signs.*



*Hundreds of teachers and supporters parade to Deputy Premier Frank Corbett's office from Breton Education Centre in New Waterford.*



*Teachers from Cavalier Drive School gather outside NDP MLA Dave Wilson's office on Cobequid Road in Lower Sackville.*



*More than 65 people protested outside NDP MLA Brian Skabar office in Amherst including NSCC members, RTO and NSGEU. The police were supportive, with lots of honks, and the media stayed much longer than expected.*



*Cape Breton District Local president Ron MacIntosh rallies the protestors in New Waterford as Northside-Victoria president Peter Murphy looks on.*

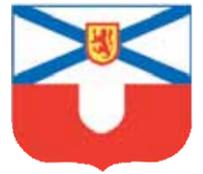


*Protestors outside NDP MLA Syd Prest's constituency office in Musquodoboit Harbour.*



*More than 200 people gathered at the Willow Tree in Halifax outside NDP MLA Howard Epstein's office.*

# APRIL 20, 2012



*NSTU members line St. Margaret's Bay Road in front of Bill Estabrooks office in Lakeside.*



*Protestors in Truro make their way to NDP MLA Lenore Zann's office.*



*A Global camera operator films as protestors rally at NDP Finance Minister Graham Steele's office in Halifax. ATV and CBC also covered the event.*



*More than 40 protestors head to NDP Minister of Justice Ross Landry's office on MacLean Street in New Glasgow.*



*More than 140 teachers parents and children stand outside MLA Gary Ramey's office on King Street in Bridgewater.*



*Over 200 people marched down Commercial Street in New Minas to the office of Ramona Jennex, Minister of Education.*



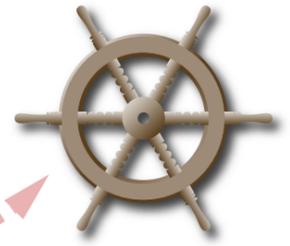
*Some of the 50 protestors at NDP MLA Sterling Belliveau's office in Barrington Passage.*



*Protestors gather outside MLA Mat Whytore's office on Sackville Drive.*



# Charting Your Course FOR PROFESSIONAL DEVELOPMENT



## The Four Pillars of Education

by Ron Brunton, NSTU Executive Staff Officer, Research & Professional Initiatives

Just before the turn of the 21<sup>st</sup> Century, the United Nations Education, Science and Cultural Organization (UNESCO) published a seminal document, *Learning: The Treasure Within – Report to UNESCO of the International Commission on Education for the Twenty-first Century*. The report articulates four key objects for education: **The Four Pillars of Education: “Learning to Know”, “Learning to Do”, “Learning to Live Together” and “Learning to Be”.**

**Learning to Know** encompasses the tools we need in order to become life-long learners. These include being able to read and work with numbers. We typically understand the progress of literacy by talking about first learning to read that must progress to reading to learn. **Learning to Know** includes problem solving skills and analytical thinking. It encourages curiosity and research.

**Learning to Do** is the acquisition of the practical skills needed in the workplace along with the ability to contribute as part of a team and to demonstrate initiative.

**Learning to Live Together** refers to developing an understanding of others through dialogue which leads to empathy, respect and appreciation. It requires that we understand ourselves and how we can use our strengths in concert with the strengths of others to

achieve common goals. Students should be encouraged to engage in cooperative activities beyond the school that address social and community concerns.

**Learning to Be** is the conviction that education should contribute to every person’s complete development – mind and body, intelligence, sensitivity, aesthetic appreciation and spirituality. All people should receive in their childhood and youth an education that equips them to develop their own independent, critical way of thinking and judgment so that they can make up their own minds on the best courses of action in the different circumstances in their lives. Education should enable people to live fulfilling lives.

Across Canada and around the world there is an effort to limit public education to the narrow perspective of only **Learning to Do**. The rhetoric is about preparing students for the 21<sup>st</sup> century workplace, not the 21<sup>st</sup> century world. The emphasis is on the development of trades while not mentioning the role of citizenship, fulfilment and life-long learning. This is the language of some businesses, governments and right wing lobby groups like AIMS and the Fraser Institute. The aim is to de-professionalize teaching. This is being done for one reason; education is the next arena to make large, quick profit. And just like the deregulated housing market collapse

and the financial crisis, the collateral damage to society is seen as incidental.

In order to make education into a high profit business it must be transformed into a minimal-skill work environment that requires “trained” workers, not educated, professional teachers. If all we do is deliver a canned curriculum through a standard pedagogy, this is exactly what can be produced and packaged by Microsoft, Apple (the textbook initiative), Pearson (PowerSchool), etc. and sold for profit. This is then further advanced by shifting the purpose of public education from the four pillars of education to just the one pillar that limits school to preparing children and youth for the workplace. We see this even in the language used by the Nova Scotia government when, on the rare occasions, it speaks of public education.

The most effective counter to this agenda is what we do daily. When we advance a broad agenda for public education that emphasizes the development of the person for a quality of life within an inclusive system we provide an alternate understanding of the role of public education. Teachers bring broad professional perspectives to students’ lives and learning. Nor is teaching and learning restricted to only what happens in the classroom while school is in session. Teachers spend much of their time away from school and campus preparing lessons, thinking about how to present material and engage students, worrying about the students who are having difficulty with

the subject or social relationships and developing strategies for all students. Teachers and administrators recognize the impact of students’ lives away from school have whether this concerns the home and community environment, cyberbullying from home or the rewards of going with parents to a museum or another country.

Parents want the public school system to address all four pillars of education. This is our mandate as well. When teachers identify the escalation of their workload, it is most frequently accompanied by the expressed desire to just be allowed and enabled to teach; to help students. The problem of workload is in reality a shift from a comprehensive education system that recognizes and mandates all four pillars of education to one that narrows that focus to only quantifiable and countable outcomes related to **Learning to Do**.

Our efforts, as individuals in our professional lives, and collectively through the NSTU, the Locals and the Professional Associations, must both advocate for and implement in practice a commitment to a rich public education system that addresses the needs of students and society as expressed by all four pillars of education. We all, as individuals and organizationally, need to engage our colleagues, parents, members of the public, business leaders, and, of course, politicians in a conversation about the purpose of public education.

This is our voice and our message.

## We want your News and Pictures!

We love getting content from NSTU members across Nova Scotia so please keep your cameras handy anytime your Local has a meeting or an event.

We also love to celebrate accomplishments in the classroom, PD events, awards and retirements. So send along your write-ups and photos (and tell us who is in the photo as well as who took it!)



Send your photos to:  
**The Teacher**  
**ATTENTION: Mary Jane Webber**  
**and/or Sonia Matheson**  
**3106 Joseph Howe Drive,**  
**Halifax, N.S. B3L 4L7**  
**or email: [theteacher@nstu.ca](mailto:theteacher@nstu.ca)**

All pictures must be in jpeg format with a high resolution (300 dpi). Please do not use Blackberries, iPhones or other smart devices to take photographs for *The Teacher*. The quality is not sufficient for our printing process. Any questions? Call Mary Jane Webber anytime at 479-4708. **The deadline for the June issue is May 25<sup>th</sup>.**



## Charting Your Course FOR PROFESSIONAL DEVELOPMENT

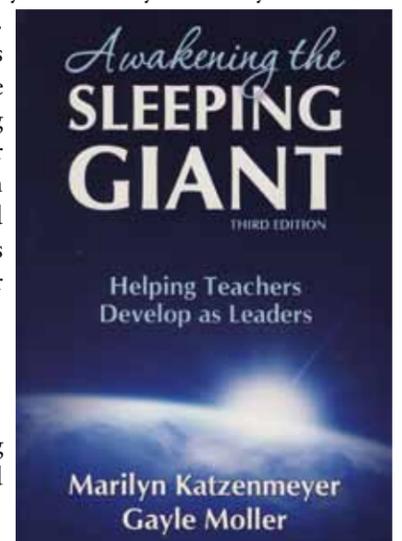


Email your name, home address, and school or campus name with PD Giveaway in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 1 to be eligible for the draw.

This month’s PD giveaway is *Awakening the Sleeping Giant: Helping Teachers Develop as Leaders* (third edition), by Marilyn Katzenmeyer and Gayle Moller, a publication of Corwin, a SAGE company. From the publisher’s website: “This exceptional, teacher-focused resource discusses three factors critical to stepping into a leadership role: sustaining teacher leadership relationships between adults in the school, organizational structures, and the actions of the principal. The authors discuss the challenges that many teacher leaders face, including:

- Deciding to accept a leadership role
- Building principal–teacher leader relationships
- Working with peers and facilitating professional learning for themselves and others

With the latest research from the teacher leadership literature and new teacher inventories and surveys, this updated edition of *Awakening the Sleeping Giant* demonstrates the benefits of investing in teachers and their learning to sustain meaningful change in today’s schools.”



# EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and school or campus with EQUITY in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 1 to be eligible for the draw.

This month's equity giveaway is *Gifted to Learn* by Gloria Mehlman, a publication of The University of Alberta Press. The author, a Cree/Saulteaux woman, shares her challenges and transformations as she describes her 20-year career as a public school teacher. The journey begins in 1960s Regina when discrimination and other abuses often went unchallenged. Mehlmann's moving stories reveal the experiences and students that taught her to become one of Saskatchewan's guiding voices for education reform.



*“Experienced teachers can reflect on their own careers through Mehlmann’s insights; new teachers can use her experiences and shared wisdom as a compass for their own careers.... Mehlmann says ‘there was something about the profession of teaching that not only attracted wishful idealists but, also, strong-minded people with solid senses of personal value.’ This book shows her as both—an innovative thinker looking to the future and an ideal of education and life in Canada, as well as a teacher using her strong intellect to open the minds of children throughout her career, challenging them to do better, learn more, and question always.”*

Amanda Parker, Canadian Teacher Magazine, March/April 2011

**Deadline for the June issue of The Teacher is May 25th.  
Contact [theteacher@nstu.ca](mailto:theteacher@nstu.ca)**

**CONTACT 2012**

*Cirque du School Eh!*

For more information, contact your Provincial Teachers' Association  
Tuesday August 7th – Friday August 10th, 2012  
St. Francis Xavier University, Antigonish, NS

## Cumberland North Academy Wins Award

The Group Volunteer of the Year Award was presented at the Cumberland Municipality Building on April 18, 2012. Cumberland North Academy was the recipient of the 2012 Municipality of the County of Cumberland "Group Volunteer of the Year" Award - District 2.

The presentation took place during a luncheon in which Kathy Wells and two Cumberland North Academy Volunteers attended - Roy Taylor - parent and School Advisory Council member and Christine Pipes - parent and Home and School Association Member.



Pictured (l-r): Kathy Wells, Principal, Cumberland North Academy; John Kelligrew, District 2 County Councillor; Keith Hunter, Municipal Warden; and Judi Gixoux, Member of Parliament Representing Scott Armstrong.

## Congratulations to our April Book Winners!

**FRESH:** *What Great Teachers Do Differently: 14 Things That Matter Most*  
**AL TRACEY** of  
North Nova Education Centre

**EQUITY:** *Teaching for Diversity: A Guide to Greater Understanding*  
**CHRISTINE BIGELOW-POPOWICH** of  
Central Kings Rural High School

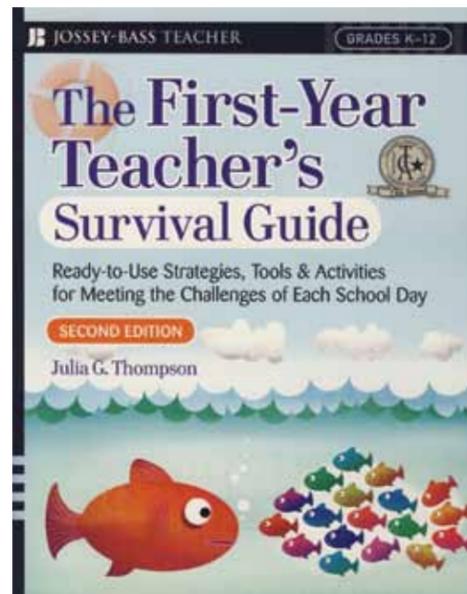
**PD:** *25 Biggest Mistakes Teachers Make and How to Avoid Them*  
**MIKE BYRNE** of  
NSCC Pictou Campus

# fresh

Putting new members in the KNOW!

Email your name, home address, and school or campus with FRESH in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by June 1 to be eligible for the draw.

This month's FRESH giveaway is *The First-Year Teacher's Survival Guide: Ready-to-Use Strategies, Tools & Activities for Meeting the Challenges of Each School Day* (second edition), by Julia G. Thompson, a publication of Jossey-Bass Teacher. In this guide, the author gives new teachers a variety of strategies, activities and tools for creating a positive and dynamic learning environment while meeting the everyday challenges of the classroom. The book provides valuable tips that help teachers with everything from becoming effective team players and connecting with students to handling behaviour problems and working within diverse classrooms. This new edition is fully revised and updated to cover changes in the K-12 classroom over the past five years.



## NS Recycles Contest Winners



Gorsebrook Junior High Grade 7 teacher Eva Farmakoulas poses with her students Emma Keough and Samantha Puccini at the Nova Scotia Recycles Contest Awards Banquet. The students won the award for best Magazine Ad Collage. This is the 12th annual Nova Scotia Recycles Contest and this year's theme challenged students to be Super Green. Students receive a variety of prizes, including backpacks, movie passes and a selection of promotional items made from recycled materials. As well, the schools of winning and runner-up students receive cash prizes of \$500 and \$250 respectively. For more information go to [teachers.rfb.com](http://teachers.rfb.com).

**For a complete list of Deals & Discounts,  
visit [www.nstu.ca](http://www.nstu.ca)  
or call 1-800-565-6788  
or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)**

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Education

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### Are you...

- ... a certified teacher in Nova Scotia?
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- ... a retiree still interested in teaching or administration?

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- ...sharing your experience and leadership expertise?
- ...seeing the world while working in a rewarding school environment?

**For further information  
or to request  
an application, contact  
[internationalprograms@gov.ns.ca](mailto:internationalprograms@gov.ns.ca)**



**CTF PROJECT OVERSEAS PARTICIPANT REUNION  
July 3-5, 2012 • Ottawa, Ontario**

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of CTF International Programs 1962-2012**

**Anniversary Dinner – July 4  
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Guests \$40**

Follow "Events" on the CTF Website  
for Information and Registration

*Together we made a difference*



Canadian Teachers' Federation  
Fédération canadienne des enseignantes et des enseignants

[www.ctf-fce.ca](http://www.ctf-fce.ca)

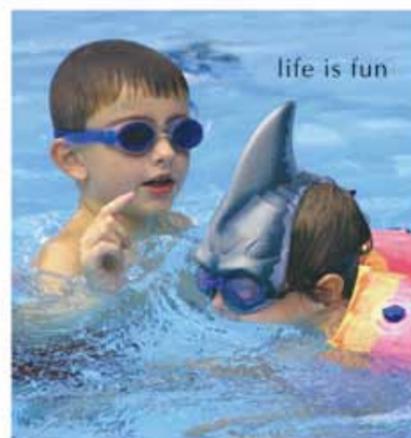
# NOTICE

## Delta Halifax and Delta Barrington Hotels

Effective April 20<sup>th</sup> our NSTU contract hotels will no longer have smoking rooms available to offer guests. Both properties will be SMOKE-FREE.

[www.deltahotels.com](http://www.deltahotels.com)

## SPRING BREAK . . . DELTA STYLE



Beat the winter blues with Delta Barrington or Delta Halifax. You'll get away from it all right in the middle of everything.

**\$94\***

Now members of NSTU can make reservations online.

\*NSTU id must be presented at check-in for special rate; discounted parking rate of \$9.95

Reservations:

[www.deltahotels.com/nstu](http://www.deltahotels.com/nstu)



[www.deltabarrington.com](http://www.deltabarrington.com) [www.deltahalifax.com](http://www.deltahalifax.com)  
For reservations and information call 1-888-423-3582 (toll free)

# executive highlights

## March 30, 2012

- Filed the Table Officers Report;
- Selected four members to serve on the Council Elections Committee for Annual Council 2012;
- Selected three members to serve on the Council Steering Committee for Annual Council 2012;
- Approved the Tentative Agreement between the NSTU and the NSTU Intermediate Staff;
- Approved a permanent contract for Simon Wilkin, Executive Staff Officer in Technology and Communications;
- Approved Audited Financial Statements as of July 31, 2011 to be forwarded to Annual Council 2012;
- Approved a recommendation that NSTU staff investigate and report back to the Provincial Executive the best timing and logistics for a Provincial Rally Day;
- Approved a recommendation that NSTU staff investigate and report back to the Provincial Executive, the possibility of an alternative form of province-wide protest of the elimination of teaching positions;
- Approved the Disposition of 2011 Resolutions to be forwarded to Annual Council 2012;
- Approved a recommendation that a Nova Scotia Teachers Union Life Membership Award be awarded at Annual Council 2012;
- Approved changes to Section 3.1 of the Nova Scotia Teachers Union Employees' Pension Plan;
- Approved a Local Service Award be granted at Annual Council 2012;
- Approved a Resolution be forwarded to Annual Council 2012 regarding By-Law IV – The Provincial Executive, 2(a) – Governance.

## April 26, 2012

- Filed the Table Officers Report;
- Selected six candidates to the John Huntley Memorial Internship Program, along with two alternates;
- Approved a new Model for Professional Association Grants and changes to Operational Procedures 14(c) (ii) and (iii) effective August 2013;
- Approved revisions to Operational Procedure 15 Provincial Executive;
- Approved a revision to Operational Procedure 22 (a) (vii) Tentative Agreement;
- Approved a revision to Operational Procedure 22 (b) (vii) Tentative Agreement;
- Approved a recommendation that NSTU staff prepare a list of activities and initiatives that Locals around the province have taken part in during the KidsNotCuts campaign and share with local leaders;
- Approved a recommendation to endorse and support "The Every Teacher Project";
- Approved Out-of-Province Grants in the amount of \$475.00 each;
- Approved Full Time Study Grants in the amount of \$2,000.00 each;
- Approved Travel Fellowships in the amount of \$375.00 each;
- Approved fourteen (14) Local Service Awards be granted at Annual Council 2012;
- Approved a recommendation that the NSTU procure a new ipad tablet for each member of the Provincial Executive from the 2011-2012 budget and collect the present Netbooks.

## April 27, 2012

- Approved a recommendation that the NSTU membership be notified when the link for the video from the House of Assembly on April 26, 2012 is available;
- Approved a recommendation that the NSTU place a full-page ad in newspapers.



### The Nova Scotia Instructional Leadership Academy

#### Principals at Work in the Nova Scotia Instructional Leadership Academy

The Nova Scotia Instructional Leadership Academy is off to a successful start. Thirty-three principals from across the province have completed the first of six courses that make up the Instructional Leadership Program.



Principals from the Annapolis Valley, Tri-County, CSAP, South Shore and Halifax regional school boards discuss evidence of best practices in instruction, gleaned from their school-based practicum experiences.



Principals from Chignecto-Central, Strait, and Cape Breton-Victoria regional school boards engage in an activity on brain-compatible instruction.

#### Principals speak about their experiences in the Nova Scotia Instructional Leadership Academy

"I can't imagine a more beneficial learning experience for today's school administrators. The Instructional Leadership Academy focuses on what I need to be doing in my school to support my staff in their goal of meeting the needs of all diverse learners."

"I have been a school administrator for six years. This program has changed my practice."

"Teaching and learning is an inter-related discipline that requires time for observation, analysis, feedback, collaboration and reflective practice...this course offers principals the very essence of what is involved in this process."

"I cannot say enough about how great it has been so far. The instructors have challenged me to reflect on my beliefs about teaching and learning."

"The ILA program provides a practical, insightful approach to Educational Leadership; each session presents valuable information, networking experiences and an opportunity to reflect on my practice as an instructional leader."

"The NS Instructional Leadership Academy is the blueprint for my work as instructional leader in my school. It is a rubric to guide my practice so that my focus and work identify and support powerful instructional practices that improve student learning."

#### Don't Miss Out on Being Part of This Exciting Professional Learning Opportunity

Online applications for Cohort II, beginning September 2012, are now being accepted. All interested principals and vice-principals are invited to apply.

For more information, and to access the online registration form, visit the NSELC webpage at [www.nselc.ca](http://www.nselc.ca) or contact Sue LeBel, Program Coordinator, at [slebel@nselc.ca](mailto:slebel@nselc.ca).

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Contact [nstrial@eoascientific.com](mailto:nstrial@eoascientific.com)

Made in Nova Scotia

## Equity, PR/PA and Member Services Conferences Held on Same Weekend

More than 150 NSTU members came together at Delta Halifax April 13 and 14 for three conferences. The Equity conference was entitled *Tools for Safer Schools* and featured a Friday night panel called *Creating Safe Places*. Saturday morning featured a series of workshops.

The Public Affairs/Public Relations Conference began Friday night with a look at the power of social media from Giles Crouch of MediaBadger. Saturday morning attendees workshopped next steps for the ongoing campaign against education cuts. They also brainstormed ideas to engage members.



PR committee members Bernadette Julian and chair Garland Standing greet delegates to the PA/PR conference.



The Member Services conference kicked off with a keynote Friday night called *The Voice of Canadian Teachers* from Bob McGahey, Acting Program Director, Research & Information with the Canadian Teachers' Federation. It continued Saturday with *Layoffs 101 – Community College Bargaining in 2012* with Assistant Executive Director Bruce Kelloway, and wrapped up with an overview of the Cyberbullying Task Force report called *Respectful and Responsible Relationships: There's no App for That*.



Jen Laudadio, Chair of the Equity Committee introduces panelists for the Friday night discussion *Creating Safe Places* featuring: Betty-Jean Aucoin, Executive Staff Officers, NSTU; Mike Isaac, Student Services Consultant in the Mi'kmaq Liaison Office at the Department of Education; Nolan Pike, Community Educator, The Youth Project and Dan Stephenson, Student Services Consultant for the Nova Family of Schools, CCRSB.

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### Nova Scotia Teachers College Annual Reunion

The 42<sup>nd</sup> annual reunion of the Nova Scotia Teachers College will take place August 17-19.

Graduates of all years from the old Normal School, the Nova Scotia Normal College or the Nova Scotia Teachers College are invited to attend. Special attention will be given to classes with graduation years ending in the number "2", but everyone is welcome.

The reunion will be held on the campus of the Community College (the former Nova Scotia Teachers College), in Truro. Rooms and meals will be available at the residence. In addition, a block of rooms has been booked at the Best Western Glengarry Hotel. You must book before mid-July to get the special rate. As usual, on Friday evening there will be a guest speaker, followed by a pub night.

For registration forms or more information, please contact either Rosella MacDonald at 902-736-6315 or [rosellamacdonald@yahoo.ca](mailto:rosellamacdonald@yahoo.ca), or Robert Jordan, [rwjordan@ca.inter.net](mailto:rwjordan@ca.inter.net).

To check out the website,  
visit: <http://www.nsteacherscollege.ca>.

## Kings Local Honours 25-year Members

On Wednesday, April 18, the Kings Local honoured their NSTU members who had completed 25 years of service. The event was held at the Old Orchard Inn's Fireside Lounge from 6 to 8 p.m. Over 50 people attended to help applaud those receiving a special certificate and their NSTU "25 Year" pin. Among special guests were NSTU Executive Director Bill Redden, AVRSB Superintendent Margo Tait, Chair of the Board, Lavinia Parrish-Zwicker, and Kings West MLA Leo Glavine. The Kings Local thanks those who were able to join them for this celebration, and congratulate those who've reached this wonderful achievement.



In the photo: Back Row, (l-r): Cindy Giffen (Regional Office), Diana Rafuse (Evangeline Middle School), Donna Rhodenizer (Kings County Academy), Maggie Helms (Horton High School), and Jane Kyle (Evangeline Middle School). Front Row (seated), (l-r): Kevin Carver (Horton High School), Brenda Simpson (L.E. Shaw), George Turner, Michele Jeffrey and Boyd MacLean (all of Horton High School).

Missing from photo: Everett MacPherson and Holly Stephenson (both from Regional Office). Unable to attend, but who'll still receive recognition: Danny Grant (Berwick School), Rod Murray (Horton High School), Betty Lister (L.E. Shaw), and Florence Roach (Regional Office).

## NSCC Eliminates 10 Professional Support Positions

Ten NSCC positions in the Nova Scotia Teachers Union Professional Support staff bargaining unit are being eliminated as the college balances its budget for 2012-13. The college must address a \$5.37 million shortfall due to rising costs associated with wages and inflation, as well as a modest reduction to its base operating grant.

NSCC is ending the CollegePrep Program which affects its ten coordinators. Two of the positions were vacant, and the eight people in the remaining jobs are now working with the college and the union to try and find other placements. They were located at 10 different campuses throughout Nova Scotia.

These coordinators worked as liaisons between the college and junior/senior high schools to encourage students to stay in school, understand their opportunities after graduation, and provide information to students for career planning.

"The NSCC is being asked to do more with less thanks to this NDP government that does not seem to consider education a priority," said NSTU president Alexis Allen.

NSCC is also recommending a three per cent tuition increase, which amounts to an additional \$84 for most core programs. Beginning September 2012, NSCC will also introduce a \$100 student fee. The Centennial Pool at the Truro Campus is being closed, and several campuses will have shared principals.

### NSTU REP PINS

The NSTU Rep pin is available for

**purchase by NSTU Locals**, for their NSTU Reps. At only \$2.50 each, these brushed pewter pins are sure to be recognized at your school or campus.



To order, contact:

**NSTU Public Relations Department**

Phone 477-5621 or Toll-Free 1-800-565-6788

or Email [pr@nstu.ca](mailto:pr@nstu.ca)

## Literacy Summer Institute

Two-day Workshop

July 5-6, 2012,  
9:00 a.m.-4:00 p.m.  
The Old Orchard Inn & Spa, Wolfville, NS



**Lori Jamison (Rog) – Guiding Our Youngest Learners to Read, Write, Play, Learn!** (Grades Primary-3)

This two-day interactive workshop has a dual focus; Day 1 delves into organizational structures and learning routines for small group reading instruction. Day 2 will focus on literacy learning through exploration, inquiry, and content area studies. Participants will look at what the research says about the importance of play in Primary-3, and how this can be applied to how Primary classrooms function, as it relates to curriculum.

Lori is a teacher, consultant, and author of *The Write Genre*, *Marvelous Mini Lessons for Teaching Beginning Writing*, *Read, Write, Play, Learn: Literacy Instruction in Today's Kindergarten*, and *Guiding Readers: Making the Most of the 18-Minute Guided Reading Lesson*.

Registration fee: \$100.00

50% discount for student teachers and substitute teachers.

Lunch is NOT provided but there will be light refreshments.

Register at <https://eapps.ednet.ns.ca/summersession> or call Leigh Daniels at 424-7454. Registration will begin May 1, 2012.

For more information please contact Daniel Gervais at 424-5996.



## Literacy Summer Institutes

Two-day Workshops

July 19-20, 2012, 9:00 a.m.-4:00 p.m.  
The Old Orchard Inn & Spa, Wolfville, NS



**Ellin Oliver Keene – Focus on What's Essential for Comprehension: Spotlight on Talk!** (Grades Primary-6)

The first day the author will look at the broad picture of what is essential in literacy across all grades, with a particular focus on the grapho-phonetic structure and how it fits contextually within the larger literacy picture. The second day will focus on oral language and the importance of talk in Primary - 6 classrooms. This session will spotlight encouraging student talk that reflects their understanding of texts and concepts more accurately.

Ellin Oliver Keene is the author of *Mosaic of Thought: The Power of Comprehension Strategy Instruction 2<sup>nd</sup> edition*, *To Understand: New Horizons in Reading Comprehension*, and most recently *Talk About Understanding: Rethinking Classroom Talk to Enhance Comprehension*.



**Cris Tovani – Finding Out What Adolescents REALLY Know in Reading and Writing!** (Grades 7-12)

Cris will spend one day on reading and writing workshops as frameworks for instruction and the other day will focus on assessment. She describes systems and structures she uses in her own classroom, shows teachers how to use assessments to monitor student growth and provide targeted feedback that enables students to get content goals under control, and shares ways to bring students into the assessment cycle so they can monitor their own learning.

Cris Tovani is the author of *I Read It But I Don't Get It: Comprehension Strategies for Adolescent Readers*, *Do I Really Have To Teach Reading?: Content Comprehension Grades 6-12*, and most recently *So What Do They Really Know?: Assessment That Informs Teaching and Learning*.

Registration fee for each two-day workshop: \$100.00

50% discount for student teachers and substitute teachers.

Lunch is NOT provided but there will be light refreshments.

Register at <https://eapps.ednet.ns.ca/summersession> or call Leigh Daniels at 424-7454. Registration will begin May 1, 2012.

For more information please contact Daniel Gervais at 424-5996.





**Applications MUST be received in Central Office by May 25<sup>th</sup>, 2012.**

*We Need You to Share Your Expertise!*  
**NSTU Standing/Other Committees Application Form**

**Would you like to serve the NSTU at the Provincial Level?**

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,\* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

\* *NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.*

**Standing Committees will be appointed at the Executive Meeting scheduled for JUNE 8, 2012. Applications must be received in Central Office by May 25, 2012**  
(NOTE EXCEPTION: Substitute Teacher Committee, October 16, 2012)

*Please select at least one committee indicating your preference by inserting 1, 2 or 3 in the box beside the committee(s) for which you wish to apply. (Select up to three only.)*

**Available committees include:**

*Please indicate if applying for a one year extension*

- APPEALS** - reviews applications for assistance on appeals under Section 36 of the *Education Act* and decides if the appealing teacher is to receive legal assistance from the Nova Scotia Teachers Union.
- COMITÉ DE PROGRAMMATION ACADIENNE** - studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports its findings to the Provincial Executive.
- CURRICULUM** - studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.
- EQUITY** - is concerned with matters pertaining to the status of women, equity and diversity issues.
- FINANCE & PROPERTY** - prepares the annual budget for Council, keeps informed of the Union's financial position, supervises the payment of accounts, forwards financial statements to Executive meetings, determines the amount of travel expenses to Council and checks every NSTU expenditure and expenditures on property.
- INSURANCE TRUSTEES** - oversee the operation of the NSTU Group Insurance Plan which offers Life, Optional Life, Accidental Death & Dismemberment, Total Care Medical/Total Care Dental, LTD, MEDOC® and Home & Auto.

**NOTE: One appointment will be made to the Insurance Trustees from the South Shore/Tri-County Region.**

- MEMBERSERVICES** - identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; plans workshops for REWC negotiators; reviews results of most recent contract bargaining. **NOTE: One appointment will be made to the Member Services Committee to a Community College Member.**
- PDAF** - reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- PENSION** - studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **NOTE: One appointment will be made to the Pension Committee from the Cape Breton Region and one from the Strait Region.**
- PROFESSIONAL DEVELOPMENT** - reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.

- PUBLIC AFFAIRS** - promotes the involvement in public affairs by encouraging NSTU members (and others) to take an active part in government affairs pertaining to public education.
- PUBLIC RELATIONS** - examines and plans directions for public relations programs.
- TEACHERS WITH ADMINISTRATIVE RESPONSIBILITIES** - provides a voice, within the NSTU, for teachers with administrative responsibilities.
- SHEONOROIL BOARD OF DIRECTORS** - the Sheonoroil Foundation is an arms-length charitable agency created to fund school and campus-based projects and research directed at reducing violence in schools and Community College campuses. The Board of Directors is the governing body of the Foundation; it develops Foundation policy, mandates Foundation initiatives and approves project funding.
- SUBSTITUTE TEACHER** - advises the Provincial Executive on issues affecting and of concern to substitute teachers. **NOTE: Appointments to the Substitute Teacher Committee are made at the October meeting of the Provincial Executive. Therefore, the deadline for receipt of applications to this Committee is October 16, 2012.**
- I would be willing to serve on any committee.**

Name:  Prof. Number:

Local:  NSCC Employee Number:

Contact Address:  Postal Code:

Phone: (School/Campus)  (Home)

Fax:  NSTU email:

Present Position:  Grade Level(s):

Subject(s) Taught:

Have you previously applied for or been appointed to any NSTU standing or *ad hoc* committee? Yes  No   
 If so, when:

*The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.*

**NSTU Activities**

**List below the NSTU Committees on which you have served:**

Local:	Regional:	Provincial:
		Dates (If within the last 5 years)

**List below the offices you have held at the:**

Local Level:	Regional Level:	Provincial Level:

**Other Pertinent Information (e.g., skills, interests, relevant courses, professional development, or experiences that relate to the committee on which you wish to serve. You may attach additional information to this application.)**

List any other areas of interest you may have so we may consider you in the event that *ad hoc* committee work is required:

The NSTU is committed to the promotion of equity and affirmative action. Equity for under-represented groups, i.e., aboriginal persons, racially visible persons, persons with disabilities and women, must be considered in the hiring of staff, secondments, the **formation of committees**, and Internship Programs. Should you choose to provide any relevant information, please indicate below:

Individuals planning to retire prior to the expiry of a committee appointment term are encouraged not to apply for that committee. (Prov. Exec. Sept. '94)

**Applications may be made online or downloaded from the NSTU website at [www.nstu.ca](http://www.nstu.ca) (under NSTU/Structure/Committees) and forward to:**

*Nominating Committee, Nova Scotia Teachers Union,  
 3106 Joseph Howe Drive, Halifax, N.S. B3L 4L7*

**While collection of this information conforms with regulations under PIPEDA, please be advised that disclosure of this information is limited to the administration of this organization.**

# coming events

## May is...

Asian Heritage Month (<http://vmacch.ca/>), Cystic Fibrosis Month ([www.cysticfibrosis.ca](http://www.cysticfibrosis.ca)), Speech and Hearing Awareness Month ([www.sdhhs.org](http://www.sdhhs.org)), Multiple Sclerosis Awareness Month ([www.mssociety.ca](http://www.mssociety.ca)), Huntington Disease Awareness Month ([www.hsc-ca.org](http://www.hsc-ca.org))

## MAY 12

### Nova Scotia Gambia Association Dinner, Silent Auction and Dance

The 27<sup>th</sup> annual Nova Scotia Gambia Association Dinner, Silent Auction and Dance will take place Saturday May 12 at 6 p.m. at Loyola Conference Hall at Saint Mary's University. Tickets are \$75 each or \$55 for students.

Enjoy an evening of Gambian storytelling, African food, lively and interesting auction items and drum dancing (if you don't know the beat, they'll teach you!)

For tickets, contact June at the Nova Scotia Gambia Association: 902-423-1360 or email [june.boswell@novascotiagambia.ca](mailto:june.boswell@novascotiagambia.ca).

## MAY 12 TO 19

### Workshops - Healing Hands Mental Health Association of Nova Scotia

Healing Hands Mental Health Association of Nova Scotia works to arrange workshops, lectures, and presentations in which top mental health experts are invited to share their knowledge with the general public at a nominal cost.

Healing Hands Mental Health Association of Nova Scotia, in cooperation with Saint Joseph's Day Care, will be giving the following series of presentations/workshops in the Multipurpose Room of the Bloomfield Centre, 2786 Agricola Street, Halifax on Saturday mornings from 9:30 a.m. to noon on May 12 and 19. Materials and articles on each topic will be made available. This series will be of interest to anyone involved in the care of preschool children—childcare workers, teachers, parents and grandparents. The cost per session is \$10 per person and includes a certificate of attendance. To pre-register email [hmhans@gmail.com](mailto:hmhans@gmail.com). The following topics will be addressed:

#### Autism Spectrum Disorders - Recognizing the Red Flags in Early Childhood - Vicki Harvey (Autism Nova Scotia) May 12

Autism Spectrum Disorders are diagnosed with more frequency now than ever before. The earlier the diagnosis and the sooner intervention begins, the better the outcome for the child. This session will raise awareness about possible red flags, and how to determine if further investigation is indicated.

#### Attention Deficit Hyperactive Disorder, Dr. Penny Corkum - May 19

This talk will review evidence-based diagnosis and treatment for children with ADHD, with a focus on elementary school-aged and preschool children. Participants will learn about the red flags for ADHD and what a good assessment should include.

The impact of ADHD on the child across various domains of development will be reviewed. Treatment, including both psychological and pharmacological, will be discussed.

## MAY 15

### Supporting World Literacy Canada through 'Ride to Read' Journey

Calgary-based World Literacy Canada supporter, Kasia Szewczyk will start her 'Ride to Read' journey from Spain to Turkey on May 15.

Kasia will ride over 3,000 km across mainland Europe on a bicycle made of recycled parts. During her travels she hopes to raise over \$10,000 for World Literacy Canada. She is advocating for the fundamental right of everyone to improve communication, to have the ability to access knowledge, to be able to learn to read and write, and to be able to discover their own inner voice and calling.

To help Kasia's cause and donate to World Literacy Canada, pledge at <https://www.dollarsatwork.org/Donation.aspx>.

## MAY 17

### International Day Against Homophobia

The *International Day Against Homophobia*, held annually on May 17, is a rallying event offering an opportunity for people to get together and reach out to one another. It's about all people hoping for a prejudice-free world that can provide a place at the table for everyone regardless of their sexual orientation.

Every year, the *International Day Against Homophobia* kicks off an awareness campaign on sexual diversity. The current campaign's theme is **Sexual diversity in the workplace, it pays off!** Free posters, pamphlets and other materials can be ordered and are available to download. Visit [www.homophobiaday.org](http://www.homophobiaday.org) for further information.

## MAY 21 TO 25

### Aboriginal Awareness Week

Aboriginal Awareness Week (AAW), first introduced in 1992, is held on the four days that follow the Victoria Day long weekend. It was designed to increase awareness of Aboriginal peoples within the Canadian mosaic and the public service. It has evolved into a week to honour the many Aboriginal cultures in Canada, including the Métis, the Inuit and First Nations.

For more information visit [www.tbs-sct.gc.ca/ee/awsa-eng.asp](http://www.tbs-sct.gc.ca/ee/awsa-eng.asp).

## JUNE 1-2

### Celebrating Family History Conference

The South Shore Genealogical Society is hosting a conference and fundraiser at the Lunenburg Community Centre June 1 to June 2.

The conference will be held Friday June 1 from 1:30 p.m. to 4 p.m. and Saturday June 2 from 8:30 a.m. to 4:30 p.m. Cost to attend is \$20 and lunch can be purchased on Saturday for \$7. The conference will

include displays by over 65 youth and senior family history sleuth teams, speakers on genealogy and family history (Dr. Terry Punch, Dr. Kenneth Paulsen and Ralph Getson), story teller Joanne Jefferson and music by Lunenburg Kinder Choir and Mi'kmaq drummers.

The family history fundraiser will be held on Friday evening from 7 p.m. to 10 p.m. Cost to attend is \$20. The event includes music, storytelling and a silent auction in support of the South Shore Genealogical Society. The Ernst Family Singers (recently on Canada's Got Talent), Collage, The Riverport Choir and story teller Joanne Jefferson will perform.

For more details, see the conference website at <https://sites.google.com/site/ssgsconference/home> or the SSGS website at [www.ssgs.ca](http://www.ssgs.ca). To register, call 902-640-2471 or email [ssgsconference@gmail.com](mailto:ssgsconference@gmail.com). Please provide your name, email address

and phone number. Mail your cheque to SSGS, Box 901, Lunenburg, NS, B0J 2C0.

## AUGUST 20-21

### LEARNEast 2.0.12 professional development opportunity

Nova Scotia teachers are invited to attend a professional development opportunity, LEARNEast 2.0.12, from August 20 to 21 in Fredericton.

LEARNEast is focused on conversations about 21st century teaching and learning in connected, technology-rich environments.

LEARNEast is able to offer 20 free seats for Nova Scotia teachers to attend this year's event. Teachers are responsible for travel, accommodations and personal costs. LEARNEast will accept the first twenty Nova Scotia teachers who register through the event website at <http://learneast.wordpress.com>.



**Recognize your members' years of service!**

The Nova Scotia Teachers Union has a series of lapel pins featuring the NSTU logo and years of service, in five-year increments from five to 30 years. These pins are available for **purchase by NSTU Locals** at \$2.25 each from the NSTU public relations department.

To order, contact: **NSTU Public Relations**  
3106 Joseph Howe Drive, Halifax, NS B3L 4L7  
Phone 477-5621 or toll-free 1-800-565-6788  
Email [pr@nstu.ca](mailto:pr@nstu.ca)

*The NSTU has a wide variety of suitable items to recognize the achievement of members. Contact us for details.*

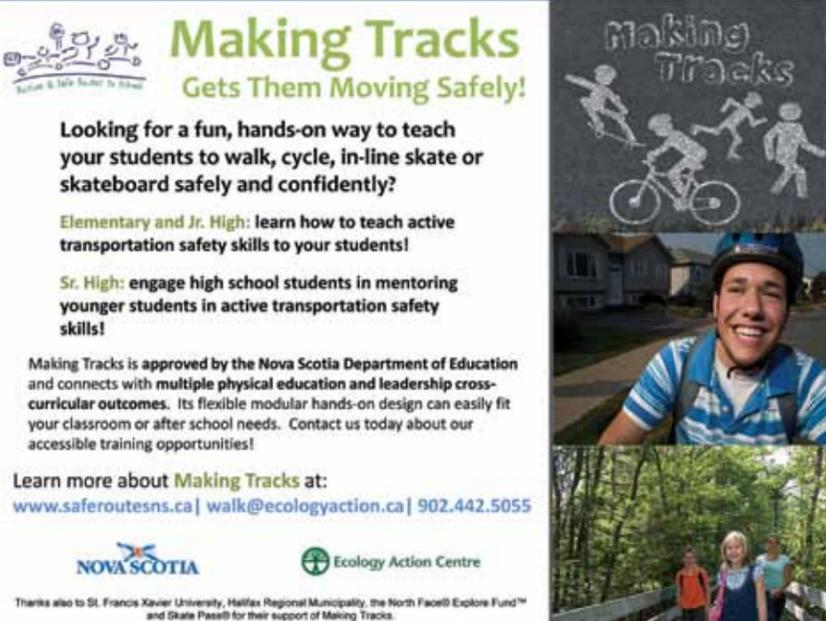


**I STOP PAIN**  
Acupuncture & Chinese Herb Centre

**Attention teachers:**

- ❖ All the acupuncture treatments are performed by our registered acupuncturists with more than twenty years of clinic experience.
- ❖ With what can acupuncture help?
  - ▶ **Stress management:** including depression, anxiety, insomnia.
  - ▶ **Acute and chronic pain treatment:** headache & migraine, neck and shoulder pain, back pain, tennis elbow, arthritis and many more.
  - ▶ **Sport injury and car accident injury**

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



**Making Tracks**  
Gets Them Moving Safely!

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

Elementary and Jr. High: learn how to teach active transportation safety skills to your students!  
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Making Tracks is approved by the Nova Scotia Department of Education and connects with multiple physical education and leadership cross-curricular outcomes. Its flexible modular hands-on design can easily fit your classroom or after school needs. Contact us today about our accessible training opportunities!

Learn more about Making Tracks at:  
[www.saferoutesns.ca](http://www.saferoutesns.ca) | [walk@ecologyaction.ca](mailto:walk@ecologyaction.ca) | 902.442.5055

Nova Scotia Ecology Action Centre

Thanks also to St. Francis Xavier University, Halifax Regional Municipality, the North Face® Explore Fund™ and Skate Place® for their support of Making Tracks.



NSTU  
INSURANCE  
TRUSTEES

update

## Total Care Dental - When Can I Apply?

The Total Care Dental plan is a comprehensive dental program available to active NSTU members through the NSTU Group Insurance Program. For active members who have a permanent, term or probationary contract, the Employer pays 65 per cent of the Basic Total Care Dental (includes major restorative services) for both single and family plans. Members pay 100 per cent of the Prosthodontic and Orthodontic coverages.

All active members of the NSTU who do not currently have dental coverage are eligible to apply for this benefit. However, some rules apply.

For active members who currently do not have coverage but wish to enrol in the Total Care Dental plan, your coverage will become effective only once per year on September 1<sup>st</sup>. This rule does not apply if you have lost spousal coverage or a life event such as getting married but you must enrol within 30 days of the loss of coverage or life event and provide proof of previous coverage.

New members who commence work prior to October 1<sup>st</sup> must enrol at anytime during the month of September for an October 1<sup>st</sup> effective date. Depending on your date of hire, you may be given 31 days from the date you receive your new member confirmation from Johnson Inc.

New members who commence work after October 1<sup>st</sup>, must enrol within 31 days of the start of their contract. Coverage will become effective the first day of the month following the receipt of your application.

If you choose to enrol in the Total Care Dental plan, coverage will remain in effect for a full twelve-month period, as long as you remain an active NSTU member.

A summary of the coverages available through the Total Care Dental plan are briefly listed below:

**Basic Preventative Services** - 80 per cent reimbursement for such items as (benefit maximums may apply):

- Oral examinations
- Cleanings, pit and fissure sealants
- Fillings
- Root canal therapy
- Periodontic services
- Denture repairs or relining
- Extractions

**Major Restorative Services** - 50 per cent reimbursement to a maximum of \$1,000 per person per calendar year for:

- Crown restorations
- Inlay and onlay restorations

**Prosthodontic Services** - 50 per cent reimbursement to a maximum payment of \$1,500 per person per calendar year.

**Orthodontic Services** - 50 per cent reimbursement to a maximum payment of \$2,000 per person lifetime.

As dental services can be very costly, it is recommended that you receive a pre-determination from Medavie Blue Cross to confirm the level of benefits available. A complete description of the Total Care Dental plan is outlined in your Group Insurance Profile and available online at the Johnson Members-Only website.

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



*Little things*  
**make a big difference.**

At Johnson we want to make sure our customers are well taken care of. That's why above and beyond exceptional service, we offer little special extras including:

- 24/7 live customer support
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1-800-563-0677 | [Johnson.ca/nstu](http://Johnson.ca/nstu)

J.D. Power and Associates ranked Johnson Insurance "Highest in Customer Satisfaction among Home Insurers in the Ontario/Atlantic Region".



**JOHNSON**

Home and Auto Insurance

Home and auto insurance is available through Johnson Inc., a licensed insurance intermediary also operating as "Johnson Insurance" in Ontario/Atlantic Region (NB, NL, NS, ON, PE). Policies are primarily underwritten by Unifund Assurance Company (Unifund). Unifund and Johnson Inc. share common ownership. Eligibility requirements, limitations and exclusions may apply. AIR MILES® reward miles awarded on regular home and auto insurance policies underwritten by Unifund. At the time the premium is paid, one AIR MILES reward mile is awarded for each \$20 in premium (including taxes). AIR MILES reward miles not available in SK, MB or QC. ®™ Trademarks of AIR MILES International Trading B.V. Used under license by LoyaltyOne, Inc. and Johnson Inc. (for Unifund). Johnson Insurance received the highest numerical score among home insurance providers in the Ontario/Atlantic Region in the proprietary J.D. Power and Associates 2011 Canadian Home Insurance Study®. Study based on 11,286 total responses measuring 20 providers in the Ontario/Atlantic Region and measures consumer satisfaction with home insurance providers. Proprietary study results are based on experiences and perceptions of consumers in July-August 2011. Your experiences may vary. Visit [jdpower.com](http://jdpower.com). CAT02.2012

For a complete list of Deals & Discounts, visit [www.nstu.ca](http://www.nstu.ca) or call 1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

## Limited time offer for NSTU & RTO Members

**ROGERS WIRELESS (AML)** has a Phone Plan offer exclusively for NSTU members. The Plan cost is \$20.20; 250 weekday minutes; bonus 250 incoming minutes; unlimited evenings/weekends 6 p.m./7 a.m.; FREE caller ID; FREE voicemail; 125 sent text messages/unlimited received (Canadian); FREE call forwarding; call waiting; group calling; .10 cent Canadian long distance rate per minute; per second billing; No activation fee; Total cost is \$23.23 taxes in!

**HOW TO ORDER:** Visit [www.amlcares.com](http://www.amlcares.com), click "Corporate Login" on the top right hand corner. **Username is: govtns / Password is: employee.** Follow the steps to select your device, accessories, plan and features. Your order will be processed and shipped within 48 hours to your location.

**CONTACT: John Gold**  
**EMAIL: [jgold@amlnet.com](mailto:jgold@amlnet.com)**  
**PHONE: 902.452.0104**

The deadline for the  
June issue of The Teacher  
is May 25th.

Contact Sonia Matheson at  
1-800-565-6788  
or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

# resources

## Skilled Trades Videos that can be Borrowed from Learning Resources and Technology Services

\* Loan programs are sent to teachers for a two-week period and are shipped to the school with a prepaid mailing label so there is no charge to ship them back to us!

\* Learning Resources and Technology Services ships multimedia curriculum resources to schools anywhere in the province.

\* Read the Public Schools Branch newsletter *Branching Out* available online at <http://lrt.ednet.ns.ca/branching.shtml>

\* Order pre-made titles from our lists online: visit [http://lrt.ednet.ns.ca/media\\_library/express/Video\\_Express.shtml](http://lrt.ednet.ns.ca/media_library/express/Video_Express.shtml)

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

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

**23750 – Inside the automotive technician's toolbox** (2004; 23 min.) Focusing on both conventional and hybrid vehicles, this program examines the systems that make them run, and the tools that keep them running. Safety practices are emphasized.

**23731 – Inside the carpenter's toolbox** (2007; 19 min.) This program takes a look at the tools and construction materials carpenters depend on every day to turn building materials into buildings. Safety is featured throughout the program.

**23732 – Inside the electrician's toolbox** (2008; 26 min.) This program examines the work materials and tools commonly used by an electrician. Wires, cables, conduits, boxes, receptacles, and switches are illustrated, wiring diagrams and blueprints are also considered and safety is featured throughout the program.

**23733 – Inside the plumber's toolbox** (2007; 18 min.) This program introduces each common tool of the plumbing trade with a brief demonstration of its proper use. Safety precautions and industry tips are provided. Four major types of piping and tubing are described: steel, copper, plastic, and cast iron.

**23735 – Fall protection: it's no game** (2001; 15 min.) This program introduces students to many hazards on a residential construction site and provides ways to avoid them.

**23734 – Safety doesn't happen by chance** (2007; 12 min.) This program provides a concise guide to basic construction safety concerns and practices. Topics include: personal protective equipment, safety rules and tips for tools, electrical safety practices and ladder and scaffold safety.

**23736 – Basic scaffolding: safety and assembly** (2000; 26 min.) Scaffolding safety procedures are addressed as students assemble a two tiered scaffold. An experience professional takes students through the step-by-step process of constructing and dismantling a scaffold.

**23738 – Introduction to framing** (2004; 12 min.) Framing is the fundamental building block in many aspects of home construction. This program will demonstrate the basics of many framing applications, including layout terms and principles, construction techniques, and standard framing plans.

**23744 – Mechanicals: rough-in and final** (2004; 18 min.) Heating, ventilation, and air conditioning (HVAC) comprise one of the major systems to be installed in a house. This program will guide students through application guidelines and installation of many of these components, such as furnaces, air exchangers, and central air conditioning.

**23745 – Plumbing: rough-in and final** (2004; 18 min.) This program looks at plumbing in its two construction phases: rough-in, or initial installation, and final. Details of water systems and drainage, waste, and venting (DWV) systems are examined, as well as tools commonly used.

**23743 – Electrical: rough-in and final** (2004; 18 min.) Students will learn how to install cables, wires, boxes and devices to control current flow, such as switches, outlets, and circuit breakers. Safety and standards of the National Electrical Code are presented.

Education Media Library, PO Box 578, Halifax, N.S. B3J 2S9; 902-424-2440 (phone); 428-3176 (fax), email [mediacir@ednet.ns.ca](mailto:mediacir@ednet.ns.ca) / website at <http://lrt.ednet.ns.ca>.

## NOTICE

Le Grand défi Pierre Lavoie est sur le point de débiter / CSAP Schools invited to take part in Le Grand défi Pierre Lavoie

Le Grand défi Pierre Lavoie est sur le point de débiter. En effet, du 30 avril au 28 mai, les élèves des écoles primaires du Conseil scolaire acadien provincial sont invités à faire le plus grand nombre de période de 15 minutes (cube énergie). Les parents peuvent aussi aider leur enfant à accumuler un plus grand nombre du cube énergie en étant actifs avec eux. Cette année, les membres du personnel peuvent aussi aider leur école à amasser des cubes énergie. Au mois de juin, un groupe de jeunes ira participer à la Grande récompense au Stade Olympique de Montréal en compagnie d'autres jeunes du Québec, de l'Ontario, de la Colombie-Britannique et du Grand-Nord québécois. Le Grand défi Pierre Lavoie est une initiative québécoise qui vise à développer de saines habitudes de vie par le biais de l'activité physique et de la bonne alimentation. D'année en année, d'autres provinces canadiennes se joignent au mouvement et l'organisation vise éventuellement à devenir un projet national. Si vous désirez avoir plus d'information, n'hésitez pas à communiquer avec Régis Belanger au 902-457-6814 (École Beaubassin) ou par courriel au [beregis@scolaire.ednet.ns.ca](mailto:beregis@scolaire.ednet.ns.ca). Merci!

The Grand Challenge Pierre Lavoie runs from April 30 to May 28. Students in CSAP elementary schools are invited to keep track of exercise in 15-minute periods. Staff and parents can take part as well to help children accumulate more points. The Grand Challenge Pierre Lavoie is a Quebec initiative which aims to develop healthy lifestyles through physical activity and good nutrition. If you would like more information, please contact Régis Belanger at 902-457-6814 (École Beaubassin) or email [beregis@scolaire.ednet.ns.ca](mailto:beregis@scolaire.ednet.ns.ca)



### After Hours Telephone Intake, Crisis Counselling and Referral Service

4:30 P.M. AST to 8:30 A.M. AST

After Hours, 24-Hour Service During Weekends and Holidays

During these hours, call: 1-800-268-7708

Provided By: Health Canada's Employee  
Assistance Services Crisis Referral Centre

**Eddie's  
Litterless  
Road Tour**

Eddie is a cat with a cause - litter to be exact - and he would love to come to your classroom and talk about litter-prevention.  
*Putting a stop to litter is better than cleaning it up!*

This interactive presentation is available to grades P-3.  
Booking enquiries can be made to Kari Riddell by phone at 902-420-7924 or 1-800-665-5377 (toll free) and by e-mail at [riddell@clean.ns.ca](mailto:riddell@clean.ns.ca).

Visit [www.clean.ns.ca](http://www.clean.ns.ca) for all the fun details.

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# classifieds

Classified rates are \$2.00 for the first 15 words; 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 Sonia Matheson at 1-800-565-6788 or email smatheson@staff.nstu.ca.

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**HISTORIC HALIFAX ACCOMMODATIONS - HINS** Halifax Heritage House, Experience downtown Halifax; shopping, waterfront trail, and live theatre. Private, family, or dormitory rooms. Kitchen use available. Please phone 902-422-3863 to book today.

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**FOR RENT** - Summer House Rental for July and August 2012. 12 minutes from Wolfville, if interested please reply to johannem@staff.ednet.ns.ca

**FOR RENT** - Oceanstone Resort: picturesque and tranquil retreat, 3 kms from Peggy's Cove on the beautiful shoreline of St. Margaret's Bay, N.S. Full package weddings, weekend or midweek breaks, conferences large/small, meetings, bridge, art clubs etc. Accommodation and renowned restaurant 'Rhubarb' onsite. Contact: Lizzie Moore at 902-823-2160.

**FOR RENT** - Dartmouth - Summer Rental in Brightwood area, 2 bedroom home on quiet cul-de-sac available June through October 2012 - for details please email hollyj12@gmail.com

**JOB SHARE** - Permanent Teachers- Are you looking for a job share partner? I am an experienced, mature substitute teacher looking to share an elementary position on the Halifax Peninsula (any percentage). I have had my own classroom in the past and enjoy working with others. Please contact me at jackiesteeves@eastlink.ca and we can speak further.

**JOB SHARE** - Still looking for a teaching partner? Recent mature graduate looking to job share. Please email Donna Ainslie at ainsliedonna@gmail.com

**COUNSELLOR EXCHANGE?** Guidance Counsellor in Cape Breton is looking to exchange positions with a counsellor in HRM for the 2012 -2013 school year. A permanent exchange is possible. Counsellor must be French-speaking. If interested, please contact me at dcb222@hotmail.com.

**TEACHER EXCHANGE** - Permanent junior/senior high learning center/resource teacher with the HRSB is looking to exchange positions with a teacher from CCRSB for the 2012-2013 school year. A permanent exchange is possible. If interested, please contact me at burtonch@staff.ednet.ns.ca.

**TEACHER EXCHANGE** - An elementary resource teacher with the HRSB is looking for the same with the CBVRSB for the 2013-2014 school year. A permanent exchange is also possible. If interested, please email dl@staff.ednet.ns.ca.

**REGISTERED MASSAGE THERAPY - ALLURE**, 115 Portland St., Dartmouth, just up the street from Alderney Landing. Teachers are entitled to 20 massages per year per family member with Blue Cross, no referral required. Excellent for relieving stress, anxiety, muscle tension, fibromyalgia, improving sleep. Chris Bagnell RMT, 10-years experience. To contact Chris for an appointment, call 902-464-0606.

## Halifax Teachers Produce Titanic Book



Sir Charles Tupper Grade 6 teachers Andrea Fader and Bev White pose with Halifax City Local president Keri Butler. White and Fader each received \$300 to put toward the production of their students' Titanic book.

Grade 6 teachers Andrea Fader and Bev White found a unique way to ensure their Sir Charles Tupper students never forget the 100<sup>th</sup> commemoration of the Titanic sinking – they had them write and publish a book.

For five months the 11 and 12-year-old students put together “A Ship Lost, A Story Remembered” and had an official launch April 11 at the Maritime Museum of the Atlantic.

Each student wrote their own page of the book. They also took care of all the graphics and artwork.

“This was an intense project and each year we like to pick something they can really spend a long time working on,” said teacher Bev White.

“We do a lot of writing workshops and this also allows them to work on research and development,” says teacher Andrea Fader. “These are things all of the students will need to know through their life and so we think it’s extremely important that they learn the process.”

White and Fader were able to put the book together thanks in part, to a Special Project grant from the Halifax City Local of the NSTU. Each teacher received \$300.

Student Jacob Burchell chose to write about passenger Jacob Alfred Johansen after he visited the Titanic gravesites in the Fairview Lawn Cemetery.

“I saw his and I was curious about this other Jacob and I wanted to know more,” says Burchell. “He was a very important person. He had quite a full life.”

The 100th anniversary of the sinking of the Titanic was commemorated Sunday, April 15, 2012.



Sir Charles Tupper students at the book launch.

## NSTU WEB ACCOUNT ACTIVATION AUTOMATED

All NSTU members, and retired members, have access to a free NSTU webmail account. NSTU webmail is the preferred means of communicating with our membership and provides a secure, encrypted, private web account accessible anywhere.



## OPENING AN ACCOUNT

Opening an NSTU web account is automated. To open an account simply follow the link on the “NSTU Web Accounts” page (under the “Communications” menu) on the NSTU website.

Please note that you must be entered in the Membership Registry in order to open an account and you cannot open more than one account. Once an account has been activated in your name the system will not process a second account for you.

The system will allow you to select your own username and request that you assign a password to your account. You should note the policies relevant to usernames and passwords listed on the website page before you follow the link to process an account request.

## REMINDER!

The deadline for the NSTU committee applications is May 25! Please see application form in this issue, go to [www.nstu.ca](http://www.nstu.ca) for information and forms or call 1-800-565-6788.