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**From:** Haley Marchand [REDACTED]  
**Sent:** Thursday, February 16, 2017 2:32 PM  
**To:** Office of the Legislative Counsel  
**Subject:** Law Amendments Bill 75

Dear Mr. Samson,

My name is Haley Marchand and I am a member of your riding from Louisdale. I am in the third year of my teaching career and I am currently teaching Senior English at Richmond Education Centre/Academy. It took me a long time to gather the courage to send this email, but I feel I can no longer stand idly by in the fight for not only educational rights and freedoms, but the rights and freedoms of all Nova Scotians.

Before becoming a teacher, I was told by many people that it can be a thankless profession. I was also told by retired teachers that if they were my age in this generation, they more than likely would not be become teachers. This was very disconcerting and a clear indication of how much the profession of teaching has changed over the last few decades. This is also illustrated by the fact that many Bachelor of Education programs are seeing reduced numbers in applications, which has forced some schools to attempt to recruit BEd students directly based on undergraduate transcripts in those areas where teachers are needed most. This causes me concern as some of those students recruited had not even considered teaching until these institutions attempted to recruit them.

We are facing an epidemic in our education system. Studies have shown that with the increase in workload and responsibilities, new teachers are 30% more likely to change careers within the first five years of teaching. As I get closer to that milestone in my career, I must say that I can understand where these teachers are coming from. Lack of permanent jobs for new teachers in this province aside, the lack of respect shown by our current government, some members of the public and even our own students is enough to make a person want to give up on the profession altogether.

I love living in Nova Scotia, and I love my job as a teacher, but not having the resources to create a safer and more classroom is making the idea of moving to another province to teach more appealing. I actually have applied to teach abroad after this school year has completed. This was partly my desire to explore, but is increasingly becoming more about some of the negative experiences I've had being a part of the Nova Scotia Education system.

I know for a fact that I am not the only one who feels this way. It is hard enough to stay in a province that a lot of people are leaving for more sustainable work and living options. I want this to be a province that people and students want to remain in. I want to be able to settle down here in the future and raise any children I may be blessed with and know they are receiving a quality education.

Thank you for reading my letter of concern. I hope this gives you some perspective on how some of the newer teachers may be feeling during this dispute and during the attempted legislation of this devastating Bill.

Sincerely,

Haley Marchand