

Hello,

My name is Tina Broderick and I have been a teacher for 28 years in three provinces: public and private schools; grades Primary to Grade 12, including resource.

From the beginning of the dispute between the government and teachers I have experienced many emotions and I attribute them to the five stages of grief.

The Five Stages of Grief begins with Denial:

I was in disbelief that the government I campaigned for, the party which I have been a member of my entire life could do this to a profession I love. I was in denial that this was actually happening.

Once I could not deny the reality of the entire situation I moved to Anger.

I am angry that politicians have blatantly disregarded the experts in education, we the teachers, when making their decisions. I know the problems in education did not happen overnight or even on your watch but you have the opportunity to make changes which can address the concerns of teachers.

How dare anyone say they do not know what teachers concerns are:

1. We have overcrowded classroom in grades 7-12; we want class caps
2. No plan for students who are English As a Second Language; Our ESL teachers are overburdened with 50 + students on their caseload – students get less than 1 hour of support a week and then the rest of the time it is the responsibility of classroom teachers to meet their needs. (If the teacher takes no prep time)
3. A Retention Policy – I heard the Minister of Education adamantly deny that a No Retention Policy exists, it may not be a formal policy but every teacher knows full and well that it is there. If a student is not meeting outcomes then they go on adaptations, if they still cannot meet outcomes then they go on IPP's and there is indeed a policy that students on IPP's CAN NOT be retained. NO ONE FAILS!!!!
4. An Attendance and Accountability Policy that deals with students who miss too many classes. Students need to be accountable for late and missing assignments. The policy we have now where students can pass assignments in any time during a term is unacceptable and not working.
5. There is a ridiculous amount of paperwork piled on our resource teams and teachers using Tienet. Currently IPP's are to be updated every 2 weeks. Each update takes approximately 30 minutes, for some teachers with an abundance of 20 IPP's that is an additional 6 + hours of paper work every 2 weeks. This is in addition to the adaptations.

6. Children are starting school too young – Most children are not developmentally ready to be in school at the age of 4. This policy was instated to appease parents and to alleviate day care costs. What it has created is a bottle neck of issues as they enter Junior High – the children who are not developmentally ready (and there are many) fall behind their peers academically; then they are placed on Adaptations and eventually IPP's... that in addition to the behaviour problems which are developed because they feel stupid and inferior compared to their peers. Now the students who were developmentally ready at 4 are not given the opportunities they deserve going through the system either because they can manage in the diverse classroom so they get less of our time. NO BODY WINS, ESPECIALLY THE KIDS!!!

WE NEED BODIES, WE NEED HELP NOT MORE STUDIES.

I can honestly say that the anger has never gone away but I have moved onto Bargaining. You are about to take away our rights to fair bargaining so I have denied this step. Shameful.

Every taxpayer in the province has a responsibility , teachers as taxpayers are expected to not only take a cut in pay but also shoulder the burden of cuts to education. All this while also being asked to do more and more in order to meet the expectations of the new policies and procedures the department continues to roll out each year. The demands placed on teachers in today's classrooms are not the same as 20 years ago, 10 years ago or even 5 years ago.

The fourth step involves Depression. Every day I am faced with the reality that I am failing as a teacher. I have prided myself of being a great teacher. I am pulled in so many directions that I feel as though I can not continue. I teach children, I am committed to meeting the needs of each individual student. You are making this commitment impossible, you are making teachers choose. Who do I help? Which child's needs will not be met today? This is tearing me apart and I am shutting down inside.

The final step is Acceptance. I will never Accept this BILL. I have spent my entire career dedicated to education. I believe in fighting for my constitutional rights and regardless of the government's decision I will continue to believe teachers deserve the right to fair collective bargain.

Stephen McNeil and the Liberal Party campaigned in 2013 on a platform which stated :

"You know, Mr. Speaker, the real foundation of any collective bargaining is the fact that the employer and employee have to be at the table feeling equal, feeling that they are both feeling respected, feeling that they are both having their voices heard, and negotiating and working out what is an agreement that will potentially last for years down the road. In order for that agreement to have any kind of substance, both the employer and the employee have to feel valued at the end of the day when that agreement is finished. It is never easy.

Mr. Speaker, I have not been part of a collective bargaining situation, I have not been at the table, but I can only imagine how difficult that is on both sides, to sit down and basically negotiate and hammer out terms and an agreement of a path forward of employment in this province. It's an important part of the democratic process in the Province of Nova Scotia. We have a history in this province of men and women fighting to the very end to preserve and protect that right to strike in the Province of Nova Scotia."

- *Stephen McNeil, July 5, 2013*

~ Was he lying then or is he lying now. Are the Liberals simply a party that will say anything in order to get elected? Is the legacy of this government going to be the breaking of unions and the destruction of the education system.

We have a NEW NORMAL!!!! I will Not volunteer the countless hours I normally do. The Science Challenge Teams, The Basketball and Field Hockey Teams. Thank you for the opportunity to Speak (Actually my right to speak was denied)