



The

CHECK IN

April 13, 2026

Issue 31

PRESIDENT'S MESSAGE:



I hope everyone is enjoying the longer days and the brighter evenings that come with this time of year. It's a great reminder that summer isn't *too* far away. Wishing you all a positive and productive week ahead.

As always, thank you for being such an important part of our Local.

NSTU Seniority Lists

Seniority lists are to be posted on SharePoint ([HRCE Staff Portal](#)) by April 1, 2026, in accordance with Article 11.01 of the [Regional Agreement](#).

It is very important that you review your information carefully to ensure its accuracy. If you identify any discrepancy in your status, please contact myself to discuss as any challenge or revision must be made no later than 30 days following the posting of the lists.

NSTU Provincial President Election

As you may be aware, in the spring of 2026 there will be an NSTU Presidential Election with the voting day set for Wednesday, May 13, 2026.



The two (2) Presidential Candidates vying for this position are Peter Day and Michael Kelly. Both candidates have been invited to address Halifax County Local members at the May 6, 2026 General Local Meeting. All members are invited and encouraged to attend to hear directly from the candidates.

More information about the election will be provided as it becomes available.

IMPORTANT DATES

- Apr 18 Membership Engagement Conference
- Apr 22 Pre-Council meeting for delegates/alternate delegates
- Apr 24 Halifax County Local Conference Fund and Local Reserve Conference Fund application deadline
- Apr 29 Elem/Middle/Jr Professional Development and High School Progress Conferences/Teacher Professional Practice Day

Teacher or School Initiated Inservice Promotion Grant application deadline

Article 60 Conference Grant application due

“The only limit is the one you set yourself”

~ Simone Biles

The Lefty's Pub Social Gathering in Tantallon is being rescheduled for May.

As soon as we have an exact date, publicity for the event will be released.

We apologize for any inconvenience this may have caused and look forward to seeing you soon.



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Halifax County Local Bursary Application 2026

Halifax County bursaries are given to the children/stepchildren of Halifax County Local members (not PSAANS members) who are currently (2025-2026) teaching in a term, probationary or permanent position. Applicants must be graduating from High School in 2026. This bursary must be used for enrollment in post secondary education in September 2026 and cannot be deferred to another school year. The amount received by each recipient will be dependent on how many applications are received in total. The deadline for applications is **Friday, May 16th, 2026.**

Successful applicants will be notified by email after the deadline of Friday, May 16th, 2026. Due to confidentiality, all correspondence will be between the applicant (not a parent) and the Halifax County Local Treasurer only. Applicants are responsible for keeping the confirmation notification that is received once the Google Form is completed. Successful applicants will be asked to supply their Confirmation of Enrollment for a September 2026 start by September 25th, 2026 in order to receive the funds. Failure to submit the required document by the deadline will forfeit the funds to be shared amongst the applicants who completed the requirements. **Please note: A child of two Halifax County Teachers does not qualify for two bursaries.*

If you have any questions, feel free to email our treasurer, Paul Murphy at halifaxcountylocaltreasurer@nstu.ca

Please pass the Google Form link on to your child to apply which opens at 4:00pm on Friday, March 6, 2026.

https://docs.google.com/forms/d/e/1FAIpQLScoNUDTL1dHI4XLM7oS6-WuN3TxJfJwauCGFsluTP_888-B9Q/viewform?usp=publish-editor

NSTU BENEFITS AT A GLANCE...

Provincial Master Life Policy

Cost Sharing:

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer pays 100% for all active members. New members are automatically insured for this benefit.

Coverage:

- Life Insurance \$50,000
- Accidental Death and Dismemberment \$50,000
- Critical Illness – \$2,000 Lump sum payment – (Heart attack, coronary artery by-pass surgery, stroke, life threatening cancer)
- Hospital Cash Benefit, outside the insurance contract
- Waiver of Premium if totally disabled prior to age 60
- If retired prior to age 65, coverage continues to age 65 with the monthly premium deducted from your Nova Scotia Teachers' Pension.
- Spouse covered for \$3,000 and dependent children covered for \$1,500.
- Conversion option available when your insurance terminates.
- Retiree Life policy available after age 65 to death.

Any questions?

www.belairdirect.com/nstu/belairdirect My Insurance website

902-453-9543 or 1-800-453-9543 (toll-free)

insurance@nstu.ca or GroupBenefitsNS@belairdirect.com

Notice of African Nova Scotian and Indigenous Provincial Executive Elections



ELIGIBILITY TO VOTE:

Active and Reserve members, and substitute teachers working on voting day, who self-identify as African Nova Scotian (ANS PE Election) or as Mi'kmaw, Wolastoqew, First Nations, Inuit, Indigenous, or Métis (Indigenous PE Election) are eligible to vote.

Active and Reserve Members wishing to vote in either of

these elections must register to vote, self-identify, and give a valid email address. Deadline to register to vote of Monday, April 13, 2026 at noon.

Substitute teachers who are eligible to vote (both self-identify and are working on Wednesday, April 15) will need to contact NSTU Central Officer at 1-800-565-6788 (local 902-477-5621) to request a voting key.

CANDIDATES

Malik Adams (Halifax City) Anisley Bravo Calderin (Yarmouth Local) Francine Fleming (Halifax City) Tania Gould (Inverness)

Photos from "The Teacher"

AFRICAN NOVA SCOTIAN
Malik Adams
Anisley Bravo Calderin

INDIGENOUS
Francine Fleming
Tania Gould

MORE INFO >>>



Substitute and Term Teacher staffing session

The HRCE and the Halifax Region Local Presidents are collaborating to deliver a 1-hour virtual session for substitute and term teachers on **Wednesday, April 29th at 4pm** when we will answer the following questions including:

- What is teacher status?
- How do I determine my status?
- What choices could impact my status?

A recorded video with captions of the 2025 session can be found on Sharepoint under Additional Resources and Information (NSTU).

No registration is required. The link for the session will be made available in your HRCE email.

Register Today!

<https://nstu.ca/the-nstu/structure/provincial-executive/regional-elections>

<https://halifaxcountylocal.com>

VOTE FOR MALIK ADAMS



MALIK ADAMS FOR PROVINCIAL EXECUTIVE (DESIGNATED SEAT, AFRICAN NOVA SCOTIANS)



- **Elected School Site Representative:** Over 20 years of experience
- **Halifax City Local Executive Member:** Served 2 consecutive terms



- **Member:** Black Educators Association (BEA) and Nova Scotia Alliance of Black School Educators (NSABSE)



- **Curriculum and Framework Developer:** African Canadian Services Branch, Dept. of Early Childhood Education, N.S.
- **Former CTF Advisory Committee:** Diversity and Human Rights



- **Current Member:** NS Federation of Labour Anti-Racism/Human Rights Committee
- **Dedicated Educator:** 27 years of experience and active NSTU member

**Dedicated to Equity and Education.
Vote Malik Adams for African Nova Scotian
Representation on your Provincial Executive.**

PROVEN LEADERSHIP, COMMITTED ADVOCACY



FRANCINE FLEMING



Nova Scotia
Teachers Union

- * Métis-Cree with RedRiverRoots
- * Halifax City NSTU Rep Equity Committee Member
- * 12 years in Public Education and Communication for Indigenous Services Canada

YOUR VOICE.



I hope you vote for me as your Indigenous Representative for the NSTU Provincial Executive!

Francine Fleming

I have a strong understanding of the issues Indigenous people in Canada face.

YOUR CHOICE.

**2026 INDIGENOUS REPRESENTATIVE
NSTU PROVINCIAL EXECUTIVE
VOTE FRANCINE FLEMING**

Have questions? Contact me: francineblyan@gmail.com

Local PD Opportunities for April

Halifax County Local Conference Fund

Amount: Up to \$800 CDN

Members can use to attend a conference, workshop, seminar, clinic, symposium, institute or other approved PD opportunity. Can receive once every 2 years.

Eligibility: Must be a permanent, probationary or term teacher of the Halifax County Local only. Please note: NSTU Professional Development Day (October Conference) and credit courses are not funded by this grant. For such funding, go to HRCE Internal Sharepoint for more information.

Deadline: Last Friday of each month – August to June

Article 60 Upcoming Deadlines

The 2026-27 Article 60 Guidelines are available via Sharepoint. Members are responsible to read and follow guidelines. Members must ensure they have completed all sections/boxes of the Sharepoint applications when applying. Members are responsible to verify documents are attached and deadlines are met.

***All documents must be received electronically via Sharepoint by 4pm.

Education Leaves Less than One Year: May 1, 2026 (leaves from Sept to Dec 2026)

Conference, In-service and Course Pre-approval:

The START DATE for Conferences and Courses must take place 10 Calendar days AFTER the committee meeting dates (first Wednesday of each month). In-services can take place 30 Calendar Days after.

Conference and In-Service Application Due Dates: APRIL 29 and MAY 27

Course Reimbursement Deadlines:

Course Completed During the Following Dates	Deadline Date via SharePoint. No Later than 4pm
January 1, 2026 – March 31, 2026	April 30, 2026
April 1, 2026 – June 30, 2026	July 31, 2026

HRCE has asked that when submitting documents for course reimbursements and use “snipping tool” from university websites, to please ensure members include their name in the snip to prove the receipt/course grade, etc belongs to the applicant.

Article 60 Education Leave - Less Than One Year

May 1, 2026 4pm for leaves beginning in September through December 2026

Local PD Opportunities for April

Continued...

Upcoming Provincial NSTU Deadline Dates 2025-26 (nstu.ca)**

All applications must be received at the NSTU Central Office by 4pm on the date specified. If the deadline falls on a holiday, applications will be accepted until 4pm the next business day.

<https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>

NSTU Full Time Study Grants	Second Wednesday in April
Conference Grants	First Wednesday in May
Travel Fellowship	First Wednesday in May
PDAF	April 1, June 1, August 1

****These dates are a guide only. Members are responsible to reconfirm deadlines on the various websites. Halifax County Local is not responsible for incorrect/missed deadlines.**

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE)

ARTICLE 10 - STAFFING

Notice of Assignment 10.05

- 10.05 (i) Permanent and probationary teachers shall be notified of the school(s), grade level(s) and course(s) to be taught and, where feasible, the section(s) and/or the percentages to be taught for the ensuing year before the commencement of the rounds of permanent postings. Notices of Assignment shall not be determined in a manner that is unreasonable, discriminatory or in bad faith.
- (ii) When any Notice of Assignment resulting in a major change in assignment is given to a teacher, the teacher will be provided with the reason(s) for the change, in writing, upon request by the teacher.
- (iii) Nothing herein shall prevent the Principal from making necessary changes to a teacher's assignment at any time after the notice of assignment has been issued. The Principal shall provide a written explanation of such change if requested.

March Madness Meme Off

We're excited to announce our Meme Champion, along with the talented Caption Creators behind our top entries.

Champion - Melissa Nickerson from Hammonds Plains Consolidated

Group B Winner - Carrie LeBlanc, also from Hammonds Plains Consolidated

Group C Winner - Christine Emberley, Halifax Regional Arts

Group D Winner - Brittany Myers, Bedford & Forsyth Education Centre

Thank you to all members who participated—your creativity and engagement helped build a strong sense of community across our Local. Thank you to the Communications Committee for coming up with this fun activity for our Local, and Cameron DeBaie for taking the lead.



Three to Thrive

Three quick, practical tips to help us recharge, stay balanced, and thrive—each one takes just a few minutes!

- Get outside for a few minutes of daylight each day
- Try a new healthy recipe each week
- Take 5 minutes to reflect on a teaching and learning success

Do you have any tips that work well???

If so, please feel free to send into halifaxcountylocal@nstu.ca to be included in an upcoming Check In.



CONTACT

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Wally Fiander
 NSTU Executive Staff Officer
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Tim MacLeod (Bedford/Sackville)
 NSTU Executive Staff Officer
 P(office): 902-477-5621
 E: tmacleod@staff.nstu.ca

Halifax Regional Representative Council (HRRC)

Economic Welfare Virtual Sessions

~~Pregnancy, adoption, and parental leave~~

~~February 24, 2026 @ 6 pm~~

~~Presenter: Tim MacLeod, NSTU~~



~~Retirement income~~

~~March 26, 2026 @ 6 pm~~

~~Presenter: Jack MacLeod, NSTU~~



Term teacher contracts and benefits

April 28, 2026 @ 6 pm

Presenter: Wally Fiander, NSTU



Pensions 101

May 5, 2026 @ 6 pm

Presenter: Wally Fiander, NSTU



PRIZES

Sessions open to members of:

Halifax County • Halifax City • Dartmouth

Once registered, the Zoom link will be sent to you the day of the session.

To register, e-mail: economicwelfaresessions@gmail.com

Please specify which session you are registering for.