



The CHECK IN

April 27, 2026

Issue 33

PRESIDENT'S MESSAGE:



As staffing season approaches, I want to acknowledge all the hard work and effort that continues to happen. Whether you've been at conferences, engaged in professional learning, or focused on your classroom practice, your efforts are making a real impact. Wishing you a steady and productive last week of April.

IMPORTANT DATES

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

Apr 30 Article 60 PD (Course) Grant application deadline

May 1 Article 60 Education Leave - Less Than One Year application deadline

May 1-3 Annual Council

“ It's a good day to have a good day ~ Sheryl Crow ”



CONTACT 2026 is being hosted by the NSTU and will take place at the Old Orchard Inn, Wolfville NS, from August 4-7, 2026.

Application is now open! Apply at: <https://forms.gle/rvZA4EU3n1UozHkC7>

Further CONTACT information can be found at: <https://sites.google.com/view/contact2026intentionaleducator/home>

The Nominations Chair will randomly draw a conference attendee and an alternate and notify them. Halifax County Local will reimburse the conference attendee for travel, accommodations, and meal costs with receipts. Application deadline is **May 5/26 at 4 p.m.** Any questions about CONTACT, please email hfxconominations@nstu.ca or halifaxcountylocal@nstu.ca (the Local President).

Staffing Season is Beginning

Staffing season will begin shortly, in May. HRCE has not yet provided the staffing dates and have until May 1st to provide the process as per Article 10.01 of the Regional Agreement:

10.01 (i) (a) The Regional Centre shall post a minimum of two (2) rounds of postings. Each round shall include all vacant positions of which the Regional Centre is aware. All rounds of postings shall occur after schools have received their staffing allocations and after the notices of assignment have been given to permanent and probationary teachers pursuant to Article 10.05. All positions posted in one round must be filled and the successful applicants' names posted prior to the commencement of the following round. Where a position remains unfilled the reason will be posted on the website prior the commencement of the following round.

(b) Notwithstanding 10.01 (i) (a), in the event that the Regional Centre is unable to issue Notices of Assignment by May 10th in any school year, the Regional Centre shall post a minimum of two (2) rounds of postings where at least one (1) round of posting occurs after schools have received their staffing allocations and after the notices of assignment have been given to permanent and probationary teachers pursuant to Article 10.05. Each round shall include all vacant positions of which the Regional Centre is aware. All positions posted in one (1) round must be filled and the successful applicants' names posted prior to the commencement of the following round. Where a position remains unfilled the reason will be posted on the website prior to the commencement of the following round.

(c) The Regional Centre shall provide notice to the Union of the implementation of Article 10.01 (i) (a) or (b) by May 1 in each year. Such notice shall include the reasons for implementation.

Updates will be posted here in the Check-In as soon as available. Please also check your HRCE email for updates from the employer.



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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

Halifax Local Executive Elections 2026

The Nominating committee will open the following application forms on Monday, April 20th at 4pm and close on Friday, May 14th at 4pm.

Vice-President Communications -
<https://forms.gle/8fB95PbPy3sKnty6>

Vice-President Nominating -
<https://forms.gle/8pjj9ssRkrbS2TZ8>

Vice-President Professional Development -
<https://forms.gle/8EUnALhRV3uTVz2B6>

Vice-President Social Wellness -
<https://forms.gle/BaDihb2Cbx1p3D1DA>

Applicants will receive an email from the Nominating chair soon after the close of nominations. Each applicant will be given the option to submit a photo and a 150-word informational statement that will be published in the weekly memo. Please keep an eye on your emails.

Local Executive elections will be held at the **June 3, 2026 AGM.**

NOTES: It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominating Chair receives the form submission! Please keep the confirmation email you will receive as proof of submission. Any questions or concerns should be directed to Erica Ans (hfxconominations@nstu.ca)



Reminder: the deadline to apply to the Deferred Salary Leave Plan is **April 30th** - submit your application on time!



Substitute and Term Teacher staffing session

The HRCE is delivering a one hour virtual session for substitute and term teachers on **Wednesday, April 29th at 4pm** when they will answer the following questions including:

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

The three Local Presidents (Dartmouth, Halifax City and Halifax County) have been invited to be present on-line. 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.

Halifax County Local Standing Committees 2026-2027

The expression of interest form for members of Halifax County Local NSTU wishing to serve on one of the Local standing committees for the 2026-27 school year will **open on April 20th at 4pm** and **close on May 15th at 4pm**.

Committees include Nominating, Finance, Social Wellness, Equity & Reps, Economic Welfare & Resolutions, Communication and Professional Development. Please fill out the form using the following link:

<https://forms.gle/H3ycuWRuwDFVWJtD7>

NOTES: Current committee members must reapply for the upcoming year. It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominating Chair receives the form submission! Please keep the confirmation email you will receive as proof of submission. Any questions or concerns should be directed to Erica Ans (hfxconominations@nstu.ca)

We NEED Your Help!!!

Some Halifax County members still need to update their preferred non-employer email in the NSTU Member Registry. This is how you'll get key updates on negotiations, grants, bursaries, meetings & more!

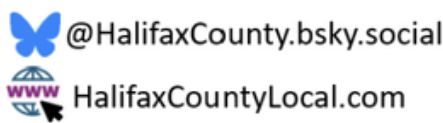
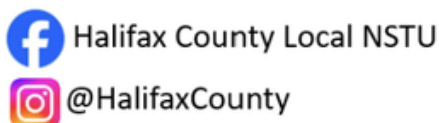


Update here:




<https://nstu.ca/the-nstu/communications/nstu-account>

(No HRCE, gnspes, or sepnes emails please!)

Keep Connected: Update Your E-mail today!



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

-  Keep a journal of your wins this week
-  Try a new healthy recipe this week
-  Take the stairs when you can

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

Desiree Daniele
Local President
P(cell): 902-499-0933
P(office): 902-468-6788
E: halifaxcountylocal@nstu.ca

202 Brownlow Av. Suite 320
Dartmouth NS B3B 1T5

Wally Fiander
NSTU Executive Staff Officer
P(office): 902-477-5621
E: wfiander@staff.nstu.ca

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

Malik Adams and Francine Fleming elected to new designated Provincial Executive seats

Malik Adams and Francine Fleming have been elected as the first designated African Nova Scotian and Indigenous members of the NSTU Provincial Executive.

The results were announced following provincial executive elections held on Wednesday, April 15, 2026. The new ANS provincial executive member Adams is a school counsellor at Citadel High School. Fleming, the Indigenous provincial executive member, is a teacher at Fairview Heights Elementary School. Both are members of the Halifax City Local.

This historic election follows a recent amendment to the NSTU Constitution that expands the Provincial Executive to include two designated seats, one for an African Nova Scotian member and one for an Indigenous member.

***Excerpt from the April 2026 volume of the Teacher



Malik Adams (Halifax City)



Francine Fleming (Halifax City)

NSTU Benefits at a glance...

Long Term Disability

Effective August 1, 2014 – the NSTU Long Term Disability Plan is mandatory for all members without the ability to opt out unless the following condition has been met:

- Plan member is age 65 or has 35 years of pensionable service less accumulated sick leave.

Cost Sharing

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer cost shares monthly premium with members by paying 50%. Some members are grandfathered at 70% of the monthly cost.

Coverage

- 70% of gross monthly salary at time claim commences – taxable
- For long-term claims, benefit reduced by Workers' Compensation and/or Canada Pension
- Rehabilitation benefit
- Cost-of-living benefit, outside the insurance contract
- Elimination period of 90 calendar days, or accumulated sick leave, whichever is greater
- Benefits payable to age 65
- Pension contributions are made by Member and Employer

Questions

453-9543 or 1-800-453-9543

insurance@nstu.ca/GroupBenefitsNS@belairdirect.com

www.belairdirect.com/nstu

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. All attachments should be visible so please ensure all documentation is attached.

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>

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.**



Travel Fellowship (sponsored by Belairdirect)

Belairdirect sponsors these Travel Fellowships in the amount of three-thousand dollars (\$3,000) in order to provide support to Members engaged in educational travel. In order to assist the greatest number of Members, individual Fellowships will be limited to five-hundred dollars (\$500). Eligible travel period is generally over the summer break for members; however, exceptions can be made for Members assigned to work during that period.

Application form - [English](#)
Application form - [French](#)



Applications must be received at the NSTU Central Office by 4:00 p.m. on the first Wednesday in May.

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Postings

10.04 (i) The Regional Centre may fill up to thirty-eight (38) vacant positions each year in order to:

(a) address the requirements of high needs schools, defined as schools serving a student population where a predominant number of families are at the lower end of the socio-economic scale, as determined by the level of income below the poverty level, and the unemployment rate;

(b) fill positions in historically hard to staff schools, defined as schools that experience a significant turnover of staff as a result of permanent and probationary teachers leaving the school through the posting process. As a minimum, a significant turnover of staff would be more than a twenty five percent (25%) turnover of staff for at least two (2) years consecutively; however, the parties may agree to include small schools with less than a twenty-five percent (25%) turnover rate;

(c) fill positions in rural schools, defined as schools belonging to the Marine Drive, Eastern Shore Consolidated, and Musquodoboit Rural High Families of Schools;

(d) provide appropriate diversity to a school for groups identified as including, but not limited to, African Nova Scotians or persons of African ancestry, members of other racially visible groups, Mi'kmaq/Indigenous ancestry, persons with disabilities, women in non-traditional roles, and persons belonging to sexual orientation, gender expression and/or gender identity groups.

(ii) Prior to posting positions designated pursuant to Article 10.04 (i), the Regional Centre shall provide a list of said postings to the Union two (2) working days in advance. Upon request, the Regional Centre shall provide the Union the information to support the designation of a school or position in Article 10.04 (i).

(iii) The Regional Centre shall fill the positions identified in Article 10.04 (i) during the rounds of permanent postings on a voluntary basis from teachers who are employed by way of a permanent or probationary contract and from teachers who have received a probationary contract effective for the upcoming school year. The Regional Centre is not required to consider seniority when filling positions pursuant to article 10.04 (i).

(iv) If a position pursuant to article 10.04 (i) is not filled by a permanent or probationary teacher or a teacher who has received a probationary contract effective for the upcoming school year, that position may be offered as a one hundred percent (100%) term position for the upcoming school year to a term teacher with a minimum 50% contract currently assigned to that school, to a maximum of thirty-eight (38) term teachers per school year, provided that no permanent or probationary teacher shall be without a position for the upcoming school year.

*****Continued on the following page**

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Postings 10.04

- (v) Permanent and Probationary teachers shall be assigned to positions pursuant to Article 10.04 (i) and (iii) for a minimum of three (3) years subject to the provisions of Article 10.06. The assignment may be made permanent by mutual agreement of the teacher and the Regional Centre. The Union shall be informed by June 30 of each school year of the above permanent assignments.
- (vi) Notwithstanding Article 10.04 (v), for extraordinary reasons, a teacher may request to be relieved of the three (3) year commitment to the school. The teacher shall have the right to meet with the Director of Human Resource Services or designate in order to present the teacher's request and to have a Union representative present at the meeting. The decision of the Director of Human Resource Services or designate is final, binding and not grievable. Once a teacher is relieved of the three (3) year commitment to the school the teacher is surplus pursuant to Articles 10.10 and 10.11.
- (vii) Within seven (7) days of the conclusion of filling positions pursuant to Article 10.04 (i), the Regional Centre shall provide to the Union a list of designated positions, the criteria used to designate each position and the names of teachers assigned said positions.
- (viii) At the end of the assignment pursuant to Article 10.04 (v) teachers shall have a right to apply for vacancies and shall be deemed to be surplus teachers for the purposes of Article 10.06, unless the assignment is made permanent pursuant to Article 10.04 (v).
- (ix) Positions designated by the Regional Centre pursuant to Article 10.04 (i) and not filled pursuant to Article 10.04 (iii) and (v) shall be placed on a posting round pursuant to Article 10.01 (i). If the rounds of posting have ended in that school year the position(s) shall be forwarded to the meeting pursuant to Article 10.11 and filled as a one (1) year only position(s).
- (x) A Leave of Absence granted pursuant to Article 5.01 (i) shall not reduce the three (3) year commitment to the school pursuant to Article 10.04 (v). Teachers filling positions pursuant to this Article 10.04 shall not be eligible for a Leave of Absence pursuant to Article 5.01 (ii).

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.