



The

CHECK IN

April 7, 2026

Issue 30



PRESIDENT'S MESSAGE:



Standing together gives us strength. While discrimination based on race, age, ability, gender, and sexuality still exists, we each have a role to play in changing that. On April 8, 2026, the International Day of Pink encourages everyone to wear pink in support of the 2SLGBTQIA+ community. It's a simple way to show our commitment to inclusion, acceptance, and a future free from bullying. Are you in?

NSTU Seniority Lists

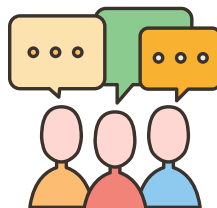
Seniority lists are to be posted on SharePoint ([HRCE Staff Portal](#)) by April 1, 2026, in accordance with Article 11.01 of the [Regional Agreement](#).

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.

GENERAL MEETINGS:

April 8 May 6 June 3

General Meetings are held at the Royal Canadian Legion located at 45 Sackville Cross Rd, Lower Sackville, NS B4C 2M2. **Arrival 5:30pm (dinner) for 6:00pm start.**



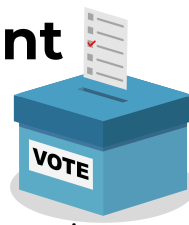
Rep Forum @ General Meetings

This is your time to raise general questions or concerns. Please email the President by the Wednesday before each General Meeting so complete information can be shared. Responses will be provided by email and at the Rep Forum. Issues that arise before or after this deadline can still be brought to the General Meeting.

IMPORTANT DATES

- Apr 8 NSTU Full Time Study Grants application due
- Local General Meeting
- 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

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.



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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-WuN3TxJfJwauGGFsluTP_888-B9Q/viewform?usp=publish-editor

NSTU BENEFITS AT A GLANCE...

RETIREE LIFE



Cost Sharing

Member pays 100%

Coverage

- Life Insurance \$10,000
- If you retired after age 65, or when you reached age 65, you will be automatically transferred to the Retiree Life Insurance Benefit
- In order to be eligible, you must have been insured under the Provincial Master Life Insurance policy immediately prior to age 65
- If you are retired and under the age of 65, please refer to the [Provincial Master Life Insurance Policy](#) for the full listing of your benefits

For a complete breakdown of all of your benefits when you are retired under age 65 and the change when you are retired over age 65, click on the [Retired Teachers Benefit Chart](#).

Contact

Administrator, belairdirect Agency Inc., at 902-453-9543 or 1-800-453-9543 (toll-free).
insurance@nstu.ca or GroupBenefitsNS@belairdirect.com
www.belairdirect.com/nstu



Engagement Conference 2026

What does your union actually do for you?

Find out on April 18.

This free, one-day Members' Conference is designed especially for those who have never attended before.

Learn what's available to you, meet the people behind the work, and gain a clearer picture of your NSTU. Final week to register.

Save your spot- link to site & form:

<https://halifaxcountylocal.com/about-us/members-conference>

Brought to you by your Halifax County Local Communications Committee.

“Alone we can do so little; together we can do so much”
~ Helen Keller

<https://halifaxcountylocal.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 >>>

Register Today!

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

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

Postings 10.01

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 to 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.

Continued on the following page***

REGIONAL AGREEMENT (HRCE)

ARTICLE 10 - STAFFING

- (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.
- (ii) Vacant positions shall be posted for three (3) working days and shall be open for application from permanent and probationary teachers only. Only the information provided at the time of application will be considered.
- (iii) Permanent and probationary teachers shall apply for a posted position via the Regional Centre's on-line application process. The Regional Centre may meet with any number of applicants to review competence and qualifications for a position before offering a position to the teacher. Where the Regional Centre determines that more than one (1) candidate is competent and qualified by training and/or experience relevant to the position, the position shall be offered to the applicant with the greater seniority.
- (iv) A successful applicant in one (1) round of postings shall have the opportunity to apply for positions which become available in subsequent rounds.
- v) A vacancy pursuant to Article 10.01 (i) shall be defined as:
(a) a position which becomes available as a result of retirement, resignation, dismissal for just cause, death, a newly created position in combination with any internal reallocation of teachers within the school; (b) positions which become available as a result of filling positions described in Article 10.01 (v) (a) and in Article 10.04 (i) and (iii).
- (vi) Vacancies as defined in Article 10.01 (v) (a) that were not posted on the last round of postings pursuant to Article 10.01 (i) shall be filled as one (1) year only positions for the ensuing school year and shall be posted on the first round of postings the next school year.
- (vii) If the position awarded pursuant to Article 10.01 ceases to exist as a result of school reduction pursuant to Article 10.06, or the teaching assignment is substantively changed, the teacher has the right to return to the teacher's original position or to a mutually agreeable position.
- (viii) Where the posted qualifications for a position are altered because the position requirements have substantially changed, the position shall be re-posted.
- (ix) The name and the position of the successful applicant for all posted positions shall be posted on the Regional Centre's website within ten (10) days of filling the position.



New to union events?
Start here:

ENGAGEMENT CONFERENCE 2026

Our Members' Conference on April 18 is built for first-time attendees who want a clear, engaging introduction to their NSTU

Free to attend. Space is limited.



Link to
website &
registration
form

**NO PREVIOUS
EXPERIENCE NECESSARY**

REGISTER NOW!

March Madness Meme Off

It all comes down to this – vote April 6–9 to crown the Meme Champion of Halifax County Local.

Use the link to see the final 4 and vote today!

Once the champion is crowned, we will unveil the creative County members who submitted the top memes.

<https://forms.gle/JJJtUJcXDVEK8pss7>



Three to Thrive

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

- Keep healthy snacks within reach
- Take 5 minutes to reflect on a teaching or learning success
- Step away from technology for 5 minutes

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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 Local President
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 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

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.

Save
The Date

*Halifax County
Retirement Event*

Join us as we honour an incredible group of teachers heading into retirement! Please save the date for an evening of appreciation, memories and well deserved celebration.

JUNE 27TH 2026

DELTA HOTELS
DARTMOUTH
240 Brownlowe Avenue

MORE DETAILS
AND SIGN UP
COMING SOON



Halifax
County
Local
NSTU



NSTU STANDING & OTHER COMMITTEES

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.*

- COMITÉ DE PROGRAMMATION ACADIENNE:** studies the curriculum of Acadian public schools (those schools under the authority of the Conseil scolaire acadien provincial) and reports its findings to the Provincial Executive. **(Central Region)**
- CURRICULUM COMMITTEE:** studies the curriculum of public schools and reports its findings to the Provincial Executive.
- DISTRIBUTED LEARNING COMMITTEE:** addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCEs).
- EQUITY COMMITTEE:** assists in planning the biennial Equity Conference; studies matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice and reports its findings to the Provincial Executive.
- FINANCE AND PROPERTY COMMITTEE:** is concerned with the overall financial plans of the Union; presents regular financial statements to the Provincial Executive; costs resolutions to Council and prepares an annual budget for presentation to Council; makes appropriate recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.
- MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE:** coordinates the Member Services and Health and Safety biennial Conferences; reviews programs aimed at educating leaders regarding working conditions and welfare; identifies and prepares background information on bargainable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; and reviews results of most recent Provincial and Regional contract bargaining.
- POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE:** assists in planning the biennial Political Action and Public Relations Conference; recommends to the Provincial Executive opportunities for involvement in political action for NSTU members (and others) regarding government positions pertaining to public education and reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same. **(Members appointed to the Committee shall represent each of the RRC's and the CSANE Local)**
- PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE:** assists in planning the annual Professional Associations Leaders Conference; reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations. **(Members appointed to the Committee shall be Members of a Professional Association Executive)**
- PROFESSIONAL DEVELOPMENT COMMITTEE:** assists in planning the biennial Professional Development Conference for Local Leaders; makes recommendations to the Provincial Executive regarding recipients of Educational Research Awards, Travel Fellowship, Out-of-Province Conference Grants and Full Time Study Grants; and reviews and develops programs intended to improve the effectiveness of teachers as professionals.
- PROGRAM DEVELOPMENT ASSISTANCE COMMITTEE (PDAF):** reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- STATUS OF WOMEN COMMITTEE:** assists in planning the biennial Status of Women Conference; studies matters pertaining to the current practices, attitudes, and research regarding the status of women in the teaching profession and in society in general and reports its findings to the Provincial Executive.
- SUBSTITUTE TEACHER COMMITTEE:** advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- I would be willing to serve on any committee.

**Applications must be received in Central Office by
Wednesday, May 27, 2026**

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<https://nstu.ca/the-nstu/structure/committees>

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