



The

CHECK IN

Dec. 1, 2025

Issue 14



PRESIDENT'S MESSAGE:



Welcome to the first week of December! With winter events and seasonal activities underway, it's shaping up to be a busy stretch across our schools and worksites. There's plenty to look forward to as we move toward the end of 2025.

Keep an eye out for updates, highlights, and reminders to help you navigate the weeks ahead. Here's to a smooth, lively, and productive December for all of us.

Annual Council 2026 Delegate Expression of Interest

NSTU Annual Council will be held on **May 1-3, 2026**. The Google form for the Halifax County selection of delegates will open at **4pm on November 27, 2025** and **close at 4pm on January 8th, 2026**. Everyone who has filled out the form by the closing date will be scored using the rubric on the form (see below). It is preferred that you fill out the form using a computer. Please read through the information on the form before filling it out. Use this link:

<https://forms.gle/A4WVYGmtgHPR6qh4A> If you have any questions, please contact hfxconominations@nstu.ca.

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|--|---|--------------------------------------|--|
| Attendance at Halifax County Local General Meetings | Attended 3 meetings this school year | Attended 2 meetings this school year | Attended 0-1 meetings this school year |
| Positive contribution at annual council as a delegate or alternate | Greater than 5 years' experience | 1-5 years' experience | 0 years' experience |
| School rep/Local Committee Involvement | Rep/Committee member | Local member who attends meetings | Local member only |
| Other | At our discretion, for tie-breaking situations, the committee will consider: provincial committee participation, John Huntley Internship participation, CONTACT participation, resolution submissions, Professional Association activities, and participation in NSTU activities. | | |

IMPORTANT DATES

- Dec 1 NSTU PDAF (Program Development Assistance Fund) application due
- Dec 3 NSTU - Education Research Award application due
- Dec 4 Progress Conferences/Teacher Professional Practice - No Class *ALL SCHOOLS*
- Dec 22 Teacher Professional Practice Day No Class *ALL SCHOOLS*
- Dec 23-31 Holiday Break
- Jan 1-4 Holiday Break

“December, being the last month of the year, cannot help but make us think of what is to come
~ Fennel Hudson”

The NSTU Group Insurance Trustees want to remind you to mark your calendars for the following upcoming initiative:

EDUWellness Grants – For Members by Members

What is the purpose of the EDUWellness Grants?

The For Members by Members EDUWellness Grants have been established to support initiatives that promote the well-being of our plan members in an effort to recognize the tremendous work and efforts put in by you every day. For more information, visit the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/grants/the-eduwellness-grant/>.

Who is eligible for the grants?

To be eligible, the individual must have a permanent, probationary, or term contract and be a member of the NSTU, PSAANS, or RTO at the time of application. Please be advised that applicants that have received a grant within the last 2 years will not be eligible.

What is the selection process for the EDUWellness Grants?

The NSTU Group Insurance Trustees will award 10 grants valued at up to \$1,500 each. Grants will be scored following the rubric that can be found at <https://nstuinsurance.ca/grants/the-eduwellness-grant> and awarded to the applicants with the highest overall scores. Please be advised that not all applications will be awarded grants.

What is the deadline to submit applications for the EDUWellness Grants?

Applications must be submitted on/or before 11:59pm on January 15, 2026. Completed projects are due no later than May 31, 2026.



For Members by Members
EDUWellness

Purpose
The NSTU Group Insurance Trustees will fund original ideas that support the mental health and well-being of plan members across Nova Scotia.

Deadline
January 15th.

Grant Amount
Up to \$1,500 each.

For more information:
<https://nstuinsurance.ca/grants/the-eduwellness-grant/>

NSTU GROUP INSURANCE TRUST

Grant



<https://nstuinsurance.ca/grants/the-eduwellness-grant>

2026 Prime Minister's Awards

Consider nominating an educator and/or colleague for a 2026 Prime Minister's Award! Download your nomination package today by visiting the [website](#)

Help celebrate those who go above and beyond to create safe spaces for their students, continue to work hard to make learning fun, and inspire the next generation to be bold innovators and creators.

Prime Minister's Awards recipients can receive:

- A certificate from the Prime Minister
- National recognition and promotion of their best teaching practices

The Nomination deadline is January 14, 2026 — 3:59 p.m. Atlantic Time.

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Connect Hfx County Campaign

Let's grow our Local together! Our Social Media Campaign is now live on Facebook and Instagram. Follow us, read the official rules, and get involved for your chance to win while helping build a stronger communication network for all Hfx County Local members.

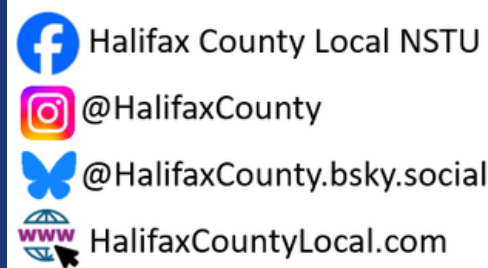
Link to official rules:

<https://docs.google.com/document/d/1ai987JVgpnCiE9pSP81xsHGD03BVIhbue-r-9oLDv6c/edit?usp=sharing>

KNOW YOUR CONTRACT(S)

Regional Agreement (HRCE) **ARTICLE 4** **BEREAVEMENT/SPECIAL LEAVES**

4.04 In cases where there is a death of a member of the school staff or a member of the student body, teachers may be permitted to attend the funeral service in consultation with Human Resources Staff. The principal will maintain the secure operation of the school.



<https://nstu.ca>

NSTU Benefits at a glance...

Optional Critical Illness Insurance

Cost Sharing:

Member pays 100%

Coverage:

- Units of \$10,000 up to \$50,000 with no medical evidence of insurability (proof of health)
- Additional amount available to a maximum of \$300,000 medical evidence of insurability required (proof of health)
- Lump sum tax free payment if diagnosed with one of the eligible critical illnesses
- 29 Conditions covered for member & spouse
- 20 Conditions covered for dependent children
- Pre-existing conditions clause applies unless you submit a medical questionnaire and are approved for coverage
- Benefits not payable for any life-threatening cancer made within 90 days following effective date and if diagnosed with one of the covered illnesses, there is a 30 day survival period
- Covered until 75th birthday for member and spouse.
Dependent children covered until they are no longer eligible

Any questions?

902-453-9543 /1-800-453-9543

insurance@nstu.ca/GroupBenefitsNS@belairdirect.com

www.belairdirect.com/nstu




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Three to Thrive

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

-  Drink a glass of water before your next task
-  Make time for hobbies that make you happy
-  Leave work at work when you can — protect your off time

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.

Early Retirement Incentive Program

Any member who is retiring this year and interested in an Early Retirement Incentive Plan (ERIP) must apply by December 31, 2024. Any retiring teacher should reach out to the Local's NSTU Executive Staff Officers, Wally Fiander and Tim MacLeod, for details. ERIP is located under Article 38 as well as Appendix A and is found in the Teachers' Provincial Agreement (TPA). The Appendix explains the application process, conditions and other pertinent information. The application is available under HRCE Internal SharePoint.



CONTACT

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Tim MacLeod (Bedford/Sackville)
NSTU Executive Staff Officer
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Local PD Opportunities for October

Cash for Classrooms Receipts are Due February 27th

The PD Committee has processed all Cash for Classroom applications. Those who have received an approval email are reminded to verify the instructions on the attachments. **Make sure the purchase is DATED NOVEMBER 11th or later and not before. All EXPENSE FORMS AND RECEIPTS MUST BE RECEIVED BY Friday, February 27th, 2026.**

Remember to take a photocopy (or picture) of the expense form and receipts in case they are lost.

Return your completed form and receipts either by:

**Mail to: Halifax County PD Committee
202 Brownlow Ave, Suite 320
Dartmouth, NS B3B 1T5**

-Drop it off at the local office (address above – mail slot to right of the door if the office door is locked). **Please note the building itself is locked after 5pm and on weekends.**

-Give it to your School Rep to give to Jodie MacIlreith at the next General Meeting on Jan 21st

REPS or Members: If you collect forms and receipts for your school, please ensure all receipts are stapled to the appropriate form before collecting and put in a large envelope. Have each member sign a form stating they have given you their forms with receipts but that they have taken copies of said forms and receipts for their own records in case something happens.

We appreciate your patience while we process over 500 expense forms and receipts. Cheques will be issued as soon as the committee is able to verify the expense forms/receipts and the Treasurer/Finance committee is able to process them. Any receipts processed in December/early January will be mailed to members.

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

Halifax Regional Representative Council (HRRC)

Economic Welfare Virtual Sessions



~~Retirement Income~~

~~November 6, 2025 @ 6 pm~~

~~Presenter: Wally Fiander, NSTU~~



~~Pregnancy, adoption, and parental leave~~

~~November 13, 2025 @ 6 pm~~

~~Presenter: Tim MacLeod, NSTU~~

~~Introducing New Members to the NSTU~~

~~November 25, 2025 @ 6 pm~~

~~Presenter: Tim MacLeod, NSTU~~



Contracts and the hiring process

December 9, 2025 @ 6 pm

Presenter: Tim MacLeod, NSTU



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.