



The

CHECK

IN

Dec. 15, 2025

Issue 16



PRESIDENT'S MESSAGE:



As the year winds down, it's a great time to reflect on all we've accomplished together. From special events and professional growth to the everyday dedication in our classrooms, our members continue to make a difference.

This season reminds us to pause, recharge, and appreciate the support of our colleagues. I hope you can take a moment to celebrate your hard work and the positive impact you've had over the past few months. Here's to making the most of this final full week!

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.

	5	3	1
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 22 Teacher Professional Practice Day
No Class *ALL SCHOOLS*

Dec 23-31 Holiday Break
Jan 1-4 Holiday Break

Jan 5 Return to school

Jan 7 Teacher or School Initiated Inservice
Promotion Grant application deadline

Article 60 Conference Grant application due

Jan 15 EDU Wellness Grant application due

Jan 21 General Meeting

“ I go back to December all the time
~ Taylor Swift ”

Teacher Professional Practice

Dec. 15, 2025

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These days are for teachers to **complete professional duties as determined by the teacher, including but not limited to marking, preparation and professional collaboration.**

Teachers are entitled to determine what professional duties they undertake during this time and the employer cannot mandate meetings or the performance of any particular task.

If you are being asked by admin to attend meetings or anything other than what is stated in the contractual language above, please contact Wally Fiander, Tim MacLeod (Bedford/Sackville schools) or myself.

Self-directed PD days for HRCE:

Dec 22/25 -full day Teacher Professional Practice for everyone

Apr 2/26: - Elem/Middle/Jr Progress Conference/Teacher Professional Practice Day & High School PD (No Classes All Schools) - 1/2 day Teacher Professional Practice for Elementary and Middle Level Only

Apr 29/26: - Elem/Middle/Jr Professional Development & High School Progress Conference/Teacher Professional Practice Day (No Classes All Schools) -1/2 day Teacher Professional Practice for high schools only.



Halifax County NSTU members who self-identify as Equity-Owed, Equity-Deserving, or Equity-Seeking, as outlined in the NSTU Operational Procedures, are invited to join us for a casual evening of connection and conversation. This small gathering will provide an opportunity to meet colleagues, share experiences, and learn more about NSTU supports and initiatives.

 January 22, 2026

 5:00 p.m.

 Resto Urban Dining, 1516 Bedford Highway, Bedford

Membership Registry

Thank you to all of our Site Reps and Alternates who took the time to update their site Membership Registry. The numbers have been pulled, and we're excited to share that Halifax County now has over 2500 registered members - we couldn't have done this without you!



Please register by January 8 by completing the **Google Form**.

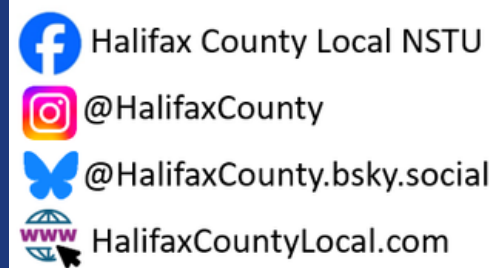
Please see the **Google Form** for the definition of Equity-Owed, Equity-Deserving, or Equity-Seeking, as outlined in the NSTU Operational Procedures as well as registration. Registration will be first come first serve as venue seating is limited. All responses will be contacted by January 12, 2026.

NSTU Membership Cards

The 2026 NSTU membership cards will be mailed to school sites soon from Central NSTU. Be on the lookout to make sure your school office receives them.



If your school has not received the cards by early January, please email Nancy Day at nday@staff.nstu.ca.



<https://nstu.ca>

John Huntley Internship

Purpose

The purpose of this program is to honour the contribution to the NSTU of John Huntley, who was an active Local leader as well as an Executive Staff Officer in 1993-94 and 1998-99.

Through the provision of an internship experience for active members, this program helps fulfill Mr. Huntley's desire that all members develop a thorough understanding of the NSTU.

A few days in the life of your Union...

This internship enables 18 teachers per year to spend two days at the provincial office connecting with executive and professional services staff to learn more about their roles and responsibilities.

The Fellowship is not intended as a precursor to employment with the NSTU. Rather, it is intended to provide active members with an opportunity to learn more about the NSTU by increasing their awareness and knowledge of the workings of the organization.

Application Process

Applications will be considered based on the following criteria:


- Interest in Union affairs
- Reasons for applying
- Benefit to the Union
- Regional representation

Applications must be received at the NSTU Central Office by **February 1, 2025** and **April 1, 2025**.

Application:

English and French

Application Deadlines:
October 1, February 1 & April 1



The John Huntley Memorial Internship Program

A few days in the life of your Union...


The purpose of the internship is for participating Members to gain insight into the inner workings of the NSTU. The program was developed to honour the contribution to the NSTU of John Huntley, who was an active Local leader as well as an Executive Staff Officer in 1993-94 and 1998-1999. Mr. Huntley's vision was for all members to develop a thorough understanding of their union.

It is not intended as a precursor to employment with the NSTU. Rather, it is intended to provide active members with an opportunity to learn more about the NSTU by increasing their awareness and knowledge of the workings of the organization.

Applications will be considered based on the following criteria:

- Interest in Union affairs
- Reasons for applying
- Benefit to the Union
- Regional representation

For further information or to obtain applications, see your school rep or visit www.nstu.ca/PD






NOVA SCOTIA TEACHERS UNION
3106 Joseph Howe Drive
Halifax, Nova Scotia B3L 4L7

Phone: 477-5621 Toll Free: 1-800-565-6788 Fax: 477-3517
Email: nstu@nstu.ca Website: www.nstu.ca



Three to Thrive

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

-  Celebrate small wins — they add up
-  Share a funny or uplifting story with a colleague
-  Balance holiday treats with a little movement

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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NSTU Executive Staff Officer
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Gender Based Violence (GBV)

outcomes:

information and survey

Please see below for an excerpt from communication from your Provincial President, Peter Day.

“Following a lengthy discussion during Friday’s (December 5) Provincial Executive meeting, where members shared concerns and the day-to-day realities surrounding the implementation of the new Gender Based Violence (GBV) curriculum outcomes, PE moved to contact government with the intention of requesting a pause on the rollout.

After sharing concerns with the Deputy Minister, **we have secured a pause on the rollout of the GBV curriculum outcomes.** This is an encouraging development and a positive sign in strengthening working relationships with both the Minister and Deputy Minister.

At present, new outcomes are to be addressed at the high school level only. However, middle school and elementary implementation is set to begin next year. The more clarity we have now, the better positioned we are to advocate for proper training and supports before expectations expand.”

To help us represent your experiences accurately and advocate effectively, please submit your responses by December 22, 2025, using a Google Form (<https://forms.gle/rUKrkcNZEpa2z1ew6>). Your input is immensely valuable, and we appreciate the time you take to provide it. The majority of the survey should apply only to high school members at this time, however, the last question regarding concerns does apply regardless of grade level taught.

Thank you for your continued dedication and for engaging in this important conversation.

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.

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

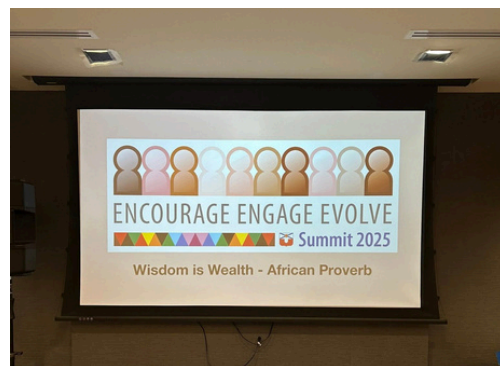
- 70% of gross monthly salary at time claim commences – taxable
- For long-term claims, benefit reduced by Workers’ Compensation and/or Canada Pension
- Rehabilitation benefit
- Cost-of-living benefit, outside the insurance contract
- Elimination period of 90 calendar days, or accumulated sick leave,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

Any questions?

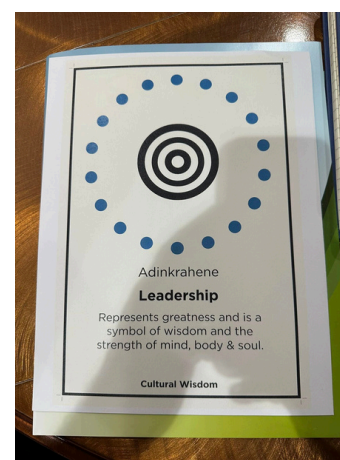
902-453-9543 or 1-800-453-9543 (toll-free)



Encourage Engage Evolve Summit



This past weekend's gathering offered NSTU members from Indigenous, Black, and racialized communities a meaningful opportunity to connect, share their experiences, and strengthen networks of support. It was a valuable space to engage in important conversations, exchange ideas, and grow together, both personally and as an NSTU community.



REGIONAL AGREEMENT (HRCE)

ARTICLE 23 SCHOOL CLIMATE

23.01 (i) The parties agree that acts of unacceptable behavior in this article shall be as defined in the Provincial School Code of Conduct Policy.

(ii) The parties acknowledge that a positive and inclusive school climate where acts of unacceptable behavior are addressed pursuant to the Provincial School Code of Conduct Policy is essential to educational achievement and a positive school climate. The parties will act in an expeditious and appropriate manner in dealing with acts of unacceptable behavior in accordance with the Provincial School Code of Conduct.

23.02 The parties recognize the responsibility of teachers and school administrators to maintain a positive and inclusive school climate in their schools.

23.03 When a teacher believes that a student(s)' reported unacceptable behavior has not been resolved by the school administration, the teacher may bring the concern to the school administration's attention within ten (10) working days of the unacceptable behavior for resolution. The school administration shall respond to the teacher's concern within ten (10) working days.

23.04 When a concern regarding a student(s)' unacceptable behavior is unresolved at the school level, a teacher(s), accompanied by the President of the Local if so desired shall have the right to address the issue with the appropriate School Administration Supervisor within ten (10) working days of receiving a response from the school administration in 23.03. The School Administration Supervisor shall respond to the teacher within ten (10) working days.

23.05 If the concern regarding a student(s)' unacceptable behavior remains unresolved the teacher shall have the right, accompanied by the President of the Local if so desired, to address the issue with the appropriate Coordinator within ten (10) working days of receiving a response from the School Administration Supervisor in 23.04 to the appropriate Coordinator. The Coordinator shall respond to the teacher within ten (10) working days.



Local PD Opportunities for December

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

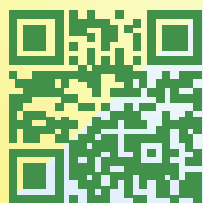
Members can use to attend a conference, workshop, seminar, clinic, symposium, institute or other approved PD opportunity. Can receive once every 2 years.

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

NSTU Webmail has ended...

but let's stay in touch



Visit <http://www.nstucentral.ca> and
update your member registry profile
with a preferred non-employer email

Don't know your username?
Email webaccounts@nstu.ca for help

