



## PRESIDENT'S MESSAGE:



February is here, and for some of you, that means the start of Semester Two. Wishing everyone a smooth start, steady footing, and a strong week ahead.

I don't know about you, but I'm ready to put my Monday shovel away—after this third snowstorm in a row...

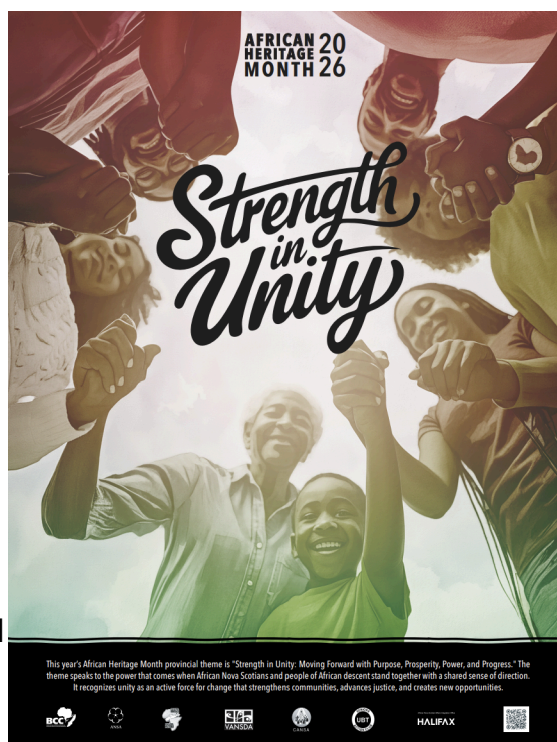
## African Heritage Month

African Heritage Month honors the history, culture, achievements and contributions of African Nova Scotians. Events and celebrations throughout the province honour the legacy and contributions of African Nova Scotians, people of African descent and their communities.

This year's African Heritage Month provincial theme is **"Strength in Unity: Moving Forward with Purpose, Prosperity, Power, and Progress."** The theme speaks to the power that comes when African Nova Scotians and people of African descent stand together with a shared sense of direction. It recognizes unity as an active force for change that strengthens communities, advances justice, and creates new opportunities.

At the heart of this strength are our elders, whose wisdom, stories and leadership continue to guide us.

Continued on the next page\*\*\*



## IMPORTANT DATES

- Feb 1 John Huntley application due
- NSTU Program Assistance Development Fund (PDAF) application due
- Feb 3 High School Assessment and Evaluation Day/Semester 1 ends No Classes *HIGH SCHOOL ONLY*
- Feb 9-13 Substitute Teacher Appreciation Week
- Feb 13 Article 60 Full Year Education Leave application due
- Feb 16 Nova Scotia Heritage Day - No Classes *ALL SCHOOLS*

“Lesson plans are ready, but we're still watching the weather... (take 3)  
~ Anonymous”

# Caption the Meme begins TODAY!!!

Think you've got the perfect caption?



CAPTION THE MEME  
COMPETITION is now  
LIVE!

Go to our Instagram  
account to participate  
@halifaxcounty

Great prizes for the  
Finalists in each of the 4  
groups, then the Grand  
Champion of Memes will  
win \$100 to il Mercato!

You can enter as many times as you wish by Thursday Feb 5 at  
5pm.

## Halifax County Local President Election 2026

The Expression of Interest form for the Local President  
Election will open on January 19<sup>th</sup> at 4pm and will close on  
February 16<sup>th</sup> at 4pm.

Please read the roles, responsibilities and election  
guidelines on the form.

Link to the form: <https://forms.gle/43SJXsBRxYaosT3D9>

**NOTE:** It is advised to complete & submit all forms using a  
desktop or laptop computer and not a cell phone to make  
sure the Nominations Chair receives the form submission! It  
is also recommended that applicants take a  
screenshot/photo of confirmation with time/date stamp of  
submission should any issue arise with the form. All  
questions or concerns should be directed to Erica Ans  
([hfxconominations@nstu.ca](mailto:hfxconominations@nstu.ca))

Feb 2, 2026

Issue 22

## African Heritage Month continued

As knowledge keepers and  
culture bearers, they remind us of  
where we have come from and  
what it has taken to get here.

In honouring our elders, we  
celebrate more than 400 years of  
African presence in Nova Scotia  
and the enduring legacy of the  
province's 52 historic African  
Nova Scotian communities, while  
renewing our commitment to  
move forward together with  
purpose, prosperity, power and  
progress.

The 2026 theme also reflects the  
continued journey beyond the  
United Nations International  
Decade for People of African  
Descent, carrying forward the  
principles of recognition, justice,  
and development. Strength in  
Unity calls upon us to harness our  
collective wisdom, resilience, and  
creativity to build prosperity in all  
its forms, cultural, social  
economic and spiritual.



[Resources for educators and  
communities](#)



## Exam schedule feedback



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

"I have previously reached out for information regarding the implementation of professional development related to the new Code of Conduct, and more recently about how the Gender-Based Violence outcomes have been introduced in schools. Once again, I am asking for your assistance.

What we are seeing is that high school exam schedules are being administered very differently across the province, even within the same family of schools. This has been further complicated by the (predictable) disruption caused by winter storm cancellations. As a result, many high schools have already begun administering exams prior to the officially scheduled January 28 and 29 exam days.

I recognize this is a significant ask and I understand that time is limited. However, on two previous occasions, the information members provided allowed me to present data to the Minister and Deputy that directly contradicted the messaging they were receiving from individual Regional Centres. That information was invaluable. It is my hope that this data will again support meaningful change, particularly as we look ahead to the June exam schedule, given what we already know about the negative impacts these changes can have on teachers and students."

To help represent your experiences accurately and advocate effectively, **please submit your responses by February 5, 2026**, using a Google Form (<https://forms.gle/rUKrkcNZEpa2z1ew6>). Your input is immensely valuable, and we appreciate the time you take to provide it.

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

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## Your Voice Matters

We're inviting all County members to take a few minutes to complete our feedback form for Halifax County Local. This is your chance to share what's working well, highlight strengths you're seeing, and offer thoughtful suggestions on how we can continue to support members and work effectively together.

Your input helps guide future priorities and improve how we serve you.

Participation in the gift card draw is completely optional. A built-in process ensures that **all feedback remains anonymous**, regardless of whether you choose to enter the draw. The form is **open until Wednesday, Feb. 11/26**. We encourage you to share your thoughts.

<https://forms.gle/b9DqmMgdsp5ACuSd6>



Halifax County Local NSTU



@HalifaxCounty



@HalifaxCounty.bsky.social



HalifaxCountyLocal.com

<https://halifaxcountylocal.com>



Improving life with...

# The Winter Wellness Challenge!

The NSTU Group Insurance Trustees are pleased to bring you this five-week event starting Feb. 2nd to challenge you to discover what wellness looks like for you.



When most of us think about wellness, we think of physical fitness and healthy eating. While those are components of health, there are many other factors that affect our well-being and quality of life. This event will encourage you to incorporate many different aspects of wellness into your life, including physical, nutritional, psychological, intellectual and social/community wellness.

As a registered participant, you will input your daily activities with just a few clicks of the mouse. Keep a log of your activities and enter them at the end of the week or take a few minutes at the end of each day and watch your points add up to a healthier you! Join the winter wellness challenge and have fun getting healthy with us!

## Individual & Team Challenge

Open to active members  
(term, probationary &  
permanent contract) of the  
Nova Scotia Teachers Union &  
PSAANS

## Prizes to be won for:

- ☐ Highest Score
- ☐ Random weekly prizes
- ☐ Random draw for registering before Feb. 1st, 2026

Registration begins Jan. 19th [www.healthycommunity.ca/lifestyles/NSTUChallenge](http://www.healthycommunity.ca/lifestyles/NSTUChallenge)





# Cash for Classrooms Receipts DEADLINE is COMING SOON!

Deadline for receipts and expense forms is **Friday, February 27<sup>th</sup>, 2026**. Please verify the instructions in the approval email.

**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:

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

B. 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 5:30pm and on weekends.**

C. Give it to your School Rep to give to Jodie MacIlreith at the General Meeting on January 21<sup>st</sup>. **THIS IS THE LAST OPPORTUNITY TO GIVE RECEIPTS AT A REP MEETING.**

**REPs or Members:** If you collect forms and receipts for your school, make sure all receipts are stapled to the correct form and placed together in a large envelope. Each member must sign a form confirming they submitted their forms and receipts to you and that they kept copies for their own records in case anything 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.**

## KNOW YOUR CONTRACT(S)

### REGIONAL AGREEMENT (HRCE) **ARTICLE 4 SPECIAL LEAVES**

**4.08** The Regional Centre shall, upon application, grant up to three (3) days leave with pay, or other accommodation for practicing adherents of established Religious Faiths to participate in major Holy Days of their religion




**Feb 2, 2026**

*Issue 22*



## Three to Thrive

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

-  Notice your favorite detail in your learning space today
-  Stretch before sleep to release tension
-  Boost your mood with vitamin D or time near a window

Do you have any tips that work well???

If so, please feel free to send into [halifaxcountylocal@nstu.ca](mailto:halifaxcountylocal@nstu.ca) to be included in an upcoming Check In.



### CONTACT

Desiree Daniele  
Local President  
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P(office): 902-468-6788  
E: [halifaxcountylocal@nstu.ca](mailto: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](mailto:wfiander@staff.nstu.ca)

Tim MacLeod (Bedford/Sackville)  
NSTU Executive Staff Officer  
P(office): 902-477-5621  
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# Local PD Opportunities for February

## 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 now available via Sharepoint. Members are responsible to read and follow guidelines.**

**Full Year Education Leaves Deadline is February 13, 2026** via Sharepoint.

## Course Reimbursement Deadlines

For courses taken between **January 1<sup>st</sup> and March 31<sup>st</sup>**, are due via Sharepoint by **April 30, 2026**.

For courses taken between **April 1<sup>st</sup> and June 30<sup>th</sup>**, are due via Sharepoint by **July 31, 2026**.

## Upcoming Provincial NSTU Deadline Dates 2025-26 ([nstu.ca](https://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
John Huntley:	April 1
Sheonoroil Foundation:	Second Friday in April

\*\*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.

The NSTU is a proud supporter of the LOVE Gala which takes place February 13th, 2026 at the Westin Nova Scotian Hotel and will honour unsung heroes in our community (teachers, nurses, advocates, social workers, etc) as well as raise funds for LOVE's youth programming.

LOVE Nova Scotia serves youth in the province with discovering themselves and their potential, including food security, housing, substance use issues, mental health issues, and resume building/interview prep. They help youth gain confidence in themselves, set goals, give back to their community and find healthy ways to express themselves.

If you'd like to nominate a colleague as an unsung hero for the LOVE Gala here is the nomination form:

<https://lovenovascotia.org/pages/nominations>



For more information on the event: <https://www.eventbrite.ca/e/love-gala-an-evening-to-honour-unsung-heroes-tickets-1972905554623> / <https://lovenovascotia.org/pages/love-gala>



Members from historically underrepresented groups came together for the Unite and Engage event, an evening focused on connection and conversation and enjoyed social time and dinner together. The event also featured a presentation by Executive Staff Officer Amanda O'Regan Marchand, who shared insights on the benefits and value of being an NSTU member, making for an engaging and informative evening of community-building.





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](mailto:economicwelfaresessions@gmail.com)

Please specify which session you are registering for.

# NSTU benefits at a glance...

## Homewood Pathfinder Employee and Family Assistance Program (EFAP)



The Homewood Pathfinder Employee and Family Assistance Program is for active NSTU members who have a permanent, probationary or term contract. Through the Homewood Pathfinder EFAP you can reach a team of experienced counsellors from Homewood Health™ who will listen to your issue, offer sound advice and help you create an action plan to address issues.

Homewood Pathfinder EFAP also has a very educational online platform and mobile app which offers:

- Easy access to content, such as eLearning, articles, videos and podcasts on a wide range of topics, based on your profile and interests
- 24/7 live chat with Homewood Health™ counsellors
- E-counselling and E-therapy

To get started or to find out more information visit [www.homeweb.ca](http://www.homeweb.ca). Once there, you can register by completing the required fields and click “Sign up”. Code is NSTU.

\*It is strongly recommended to use a personal email and not a work related email when dealing with matters relating to the EFAP. You must create an account on the EFAP website platform first before downloading the mobile app.

### Full EFAP Suite of Services:

#### COUNSELLING

- o Solution-focused counselling
- o Enhanced Mental Health Care
- o Immediate, on-demand
- o 24/7 Crisis Support
- In-Person, Telephonic, Video, Online (email/chat formats)

#### DIGITAL RESOURCES

- o Digital Mental Health Platform – homeweb.ca
- o Sentio iCBT
- o Online Courses & Digital Wellness Sessions
- o Childcare and Eldercare Resource Locators
- o Health Risk Assessment
- o Comprehensive Health & Wellness Resources

#### WELLNESS & COACHING

- o Health
- o Life Balance
- o Career

EFAP  
Can  
Help  
With:

- |   |  |
|---|--|
| o Anxiety, depression, trauma, and other mental health issues | o Grief or bereavement                       |
| o Burnout and stress  | o Alcohol, drug, gambling, smoking cessation |
| o Life changes and transitions                                | o Legal concerns                             |
| o Relationship concerns                                       | o Financial worries                          |
| o Family and parenting challenges                             | o Medical or health-related information      |
| o Child and Elder care coaching and resources                 | o Career development                         |
| o Work Related Stress   | o Healthy lifestyle changes                  |
|   | o Issues at home                             |

Toll-Free Number – 24 hours, seven days a week – English: 1-877-955-NSTU (6788) or in French: 1-514-875-0720.



# NOTICE OF REGIONAL, AFRICAN NOVA SCOTIAN, AND INDIGENOUS PROVINCIAL EXECUTIVE ELECTIONS

## Spring 2026

### BACKGROUND

NSTU By-Law Article I – Membership sub-article 2 defines eligibility to hold office:

*The rights of Active Membership shall include, but not necessarily be limited to the right to vote and hold office at the local and provincial level.*

NSTU By-Law Article II – The Council sub-article 1 defines the Provincial Executive as:

*The Executive of the Council as described in the Teaching Profession Act shall be the Provincial Executive.*

NSTU By-Law Article III – The Provincial Executive sub-article 1 outlines the composition of the Provincial Executive as:

### 1. COMPOSITION

- (a) *The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, twenty-one (21) Regional Members, one (1) African Nova Scotian Member, and one (1) Indigenous Member. African Nova Scotian as self-identified and Indigenous as self-identified.*
- (b) *The number of Regional Members and the regions from which they shall be elected are as follows:*

(i) Annapolis/Hants West/Kings	2 Members
(ii) Antigonish/Guysborough	1 Member
(iii) Atlantic Provinces Special Education Authority (APSEA)	1 Member
(iv) Cape Breton Industrial	2 Members
(v) Colchester/East Hants	1 Member
(vi) Conseil syndical acadien de la Nouvelle-Écosse (CSANE)	2 Members
(vii) Cumberland	1 Member
(viii) Dartmouth	1 Member
(ix) Digby/Shelburne County/Yarmouth	2 Members
(x) Halifax City	2 Members
(xi) Halifax County	2 Members
(xii) Inverness/Richmond	1 Member
(xiii) Lunenburg County/Queens	1 Member
(xiv) Northside Victoria	1 Member
(xv) Pictou	1 Member
- (c) *A Provincial Executive Member must be an Active Member of the NSTU.*
- (d) *A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.*
- (e) *Pursuant to 1 (b) where some regions elect more than one (1) member, one (1) of the two (2) elected Members shall be designated for an individual from an Equity-Owed group, Equity-Owed as defined in NSTU Operational Procedures. If no Equity-Owed Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.*

NSTU By-Law Article III – The Provincial Executive sub-article 4 outlines the election process of the Provincial Executive as:

### 4. ELECTIONS

- (a) *The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.*
- (b) *The First Vice-President shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.*
- (c) *The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1<sup>st</sup> of that year. The election shall be by majority vote.*
- (d) *Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.*
- (e) *The African Nova Scotian Member and the Indigenous Member shall be elected by a plurality vote of the entire Active and Reserve membership who self-identify as African Nova Scotian or Indigenous respectively following the process outlined in Operational Procedures.*

NSTU By-Law Article III – The Provincial Executive sub-article 8, C outlines the duties of the Provincial Executive as:

### 8. DUTIES

- C. *The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the Teaching Profession Act, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:*
  - (i) *appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;*
  - (ii) *provide suitable offices and equipment for carrying on the work of the NSTU;*
  - (iii) *direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;*
  - (iv) *determine the place and date and make arrangements for workshops and special Council meetings;*
  - (v) *issue a post-Council press release;*
  - (vi) *provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;*



- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the Teachers' Pension Act and report thereon to the Council at the next following meeting of the Council.

## REGIONAL, AFRICAN NOVA SCOTIAN, AND INDIGENOUS PROVINCIAL EXECUTIVE ELECTIONS TO BE HELD IN THE SPRING OF 2026

Regions Elections	Number of Members to be Elected
Annapolis/Hants West/Kings*	1 Member
Antigonish/Guysborough	1 Member
Cape Breton District*	1 Member
Colchester/East Hants	1 Member
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)*	1 Member
Dartmouth	1 Member
Digby/Shelburne County/Yarmouth*	1 Member
Halifax City*	1 Member
Halifax County*	1 Member
Inverness/Richmond	1 Member
Lunenburg County/Queens	1 Member
Provincial Elections	Number of Members to be Elected
African Nova Scotian	1 Member
Indigenous	1 Member

\* Indicates a Region where one (1) of the two (2) elected Members shall be designated for an individual from an Equity-Owed group, Equity-Owed as defined in NSTU Operational Procedures. If no Equity-Owed Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.

## DEFINING EQUITY

NSTU Operational Procedure 9 defines equity as:

### 9. DEFINING EQUITY

In instances where there are references to terms such as Equity-Owed, Equity-Deserving, or Equity-Seeking in NSTU documents these terms are defined as: a traditionally underrepresented in Union Leadership individual who self-identifies as being Mi'kmaq, Wolastoqew, First Nations, Indigenous, Inuit, or Métis; Black, African Nova Scotian, or of African Descent; Acadian; Person of Colour or Racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; a person with a Disability; a woman; or an individual from any other group traditionally underrepresented in union positions.

## PROCEDURE AND TIMELINE OF ELECTION PROCESS FOR REGIONAL MEMBERS

NSTU Operational Procedure 10 – Election Procedures sub-section B outlines the voting procedures for Regional Provincial Executive Members as:

### B. Elections/By-Elections for Regional Provincial Executive Members

#### I. Notice of Pending Election

- a. Notice of all pending Regional Provincial Executive elections shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- b. Notice of a pending Regional Provincial Executive election shall be sent to NSTU leaders (Local President(s), RRC Chair (if applicable), and Provincial Executive Member(s)) from within the boundaries of the region as defined in NSTU By-Laws Article III – The Provincial Executive at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- c. Notice shall include the process for nominations.
- d. Notice shall include the requirements regarding Equity-Owed Provincial Executive seats.

#### II. Nominations

- a. Nominations for the office of Regional Provincial Executive shall be submitted on the official Nomination Form.
- b. The official Nomination Form may be found on the NSTU website.
- c. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and returned to the Executive Director or designate no later than 4:00 p.m. on the second (2<sup>nd</sup>) Friday of February (the closing of nominations). **(for Spring 2026 elections this means Friday, February 13, 2026)**
- e. In the event that no nominations are received in a given region, the close of nominations shall be extended by four (4) weeks, and notice shall be sent to NSTU leaders from within the boundaries of the region. **(for Spring 2026 elections this means Friday, March 13, 2026)**
- f. In electoral regions with two (2) Provincial Executive seats, one (1) of the two (2) elected Members shall be designated for an individual from an Equity-Owed group. If no Equity-Owed Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.

#### III. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. Active campaigning for the office of Regional



Provincial Executive Member may begin no sooner than the close of nominations.

- c. A one-page (8 ½ x 11) poster will be printed and circulated to NSTU Representatives within the Region by NSTU Central Office upon receipt from a candidate. An electronic copy of the poster shall be circulated, by NSTU Central Office, to members in the region.
- d. If a Local invites candidates to attend a Local meeting or event, the invitation must be extended to all candidates.
- e. Campaign spending by or on behalf of each candidate may not exceed two hundred dollars (\$200). Candidates are solely responsible for all campaign spending.
- f. All candidates shall submit an official financial statement report form to the Executive Director or designate within sixty (60) days from the conclusion of the election. This report is to include an itemized list of expenditures.
- g. Suspected violations to these campaign guidelines shall be resolved in the following manner:
  - i. suspected violations shall be reported to the Regional Electoral Officer, in a timely manner, for resolution;
  - ii. the Regional Electoral Officer will attempt to resolve the issue informally;
  - iii. if the Regional Electoral Office is able to resolve the issue informally no further action is required;
  - iv. if the Regional Electoral Officer is unable to resolve the issue informally the suspected violation shall be referred to the Executive Director or designate for resolution;
  - v. the Executive Director or designate will attempt to resolve the issue informally;
  - vi. if the Executive Director or designate is able to resolve the issue informally no further action is required;
  - vii. if the Executive Director or designate cannot resolve the issue informally the Executive Director or designate shall make a ruling and inform candidates and the Regional Electoral Officer regarding this ruling, the ruling shall be final; and,
  - viii. rulings may include but are not necessarily limited to:
    - 1. a written warning,
    - 2. a notice of censure to other candidates,
    - 3. a public notice of censure to the membership, or
    - 4. removal from ballot.

#### IV. Voting Day

- a. The voting day shall be the third (3<sup>rd</sup>) Wednesday in April. **(for Spring 2026 elections this means Wednesday, April 15, 2026)**

## PROCEDURE AND TIMELINE OF ELECTION PROCESS FOR AFRICAN NOVA SCOTIAN AND INDIGENOUS MEMBERS

NSTU Operational Procedure 10 – Election Procedures subsection C outlines the voting procedures for Regional Provincial Executive Members as:

### C. Elections/By-Elections for African Nova Scotian and Indigenous Provincial Executive Members

#### I. Notice of Pending Election

- a. Notice of pending African Nova Scotian and Indigenous Provincial Executive election(s) shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- b. Notice of pending African Nova Scotian and Indigenous Provincial Executive election(s) shall be sent to NSTU leaders (Local Presidents, RRC Chairs, and Provincial Executive Members) at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- c. Notice shall include the process for nominations.

#### II. Nominations

- a. Nominations for the office of African Nova Scotian and Indigenous Provincial Executive shall be submitted on the official Nomination Form.
- b. For the African Nova Scotian Provincial Executive position, nominations are open to individuals who self-identify as being African Nova Scotian. For the Indigenous Provincial Executive position, nominations are open to individual who self-identify as being Mi'kmaq, Wolastoqew First Nations, Indigenous, Inuit, or Métis.
- c. The official Nomination Form may be found on the NSTU website.
- d. Individuals may nominate themselves.
- e. A candidate's Nomination Form must be completed and returned to the Executive Director or designate no later than 4:00 p.m. on the second (2<sup>nd</sup>) Friday of February (the closing of nominations). **(for Spring 2026 elections this means Friday, February 13, 2026)**
- f. In the event that no nominations are received, the close of nominations shall be extended by four (4) weeks, and notice shall be resent to NSTU leaders. **(for Spring 2026 elections this means Friday, March 13, 2026)**

#### III. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. Active campaigning for the office of African Nova Scotian and Indigenous Provincial Executive Member may begin no sooner than the close of nominations.
- c. A one-page (8 ½ x 11) poster will be circulated



electronically to NSTU Representatives by NSTU Central Office upon receipt from a candidate. An electronic copy of the poster shall be circulated, by NSTU Central Office, to members.

- d. If a Local invites candidates to attend a Local meeting or event, the invitation must be extended to all candidates.
- e. Campaign spending by or on behalf of each candidate may not exceed two hundred dollars (\$200). Candidates are solely responsible for all campaign spending.
- f. All candidates shall submit an official financial statement report form to the Executive Director or designate within sixty (60) days from the conclusion of the election. This report is to include an itemized list of expenditures.
- g. In cases where a vote is required a virtual All Candidates Forum shall be organized by the NSTU in the following manner:
  - i. The Forum shall take place at least one (1) week prior to Voting Day at a time selected by the Table Officers.
  - ii. The Forum shall consist of seven (7) minute presentations by each Candidate followed by a question-and-answer period of up to thirty (30) minutes. Candidates will be offered up to two (2) minutes each to provide an answer to questions. Candidates will alternate turns in answering questions.
  - iii. The order of the Candidates' presentations shall be chosen by lots.
  - iv. The Forum will be moderated by the Regional Electoral Officer. The Regional Electoral Officer may extend the question-and-answer period at their sole discretion.
- h. Suspected violations to these campaign guidelines shall be resolved in the following manner:
  - i. suspected violations shall be reported to the Regional Electoral Officer, in a timely manner, for resolution;
  - ii. the Regional Electoral Officer will attempt to resolve the issue informally;
  - iii. if the Regional Electoral Office is able to resolve the issue informally no further action is required;
  - iv. if the Regional Electoral Officer is unable to resolve the issue informally the suspected violation shall be referred to the Executive Director or designate for resolution;
  - v. the Executive Director or designate will attempt to resolve the issue informally;
  - vi. if the Executive Director or designate is able to resolve the issue informally no further action is required;
  - vii. if the Executive Director or designate cannot resolve the issue informally the Executive

Director or designate shall make a ruling and inform candidates and the Regional Electoral Officer regarding this ruling, the ruling shall be final; and,

viii. rulings may include but are not necessarily limited to:

- 1. a written warning,
- 2. a notice of censure to other candidates,
- 3. a public notice of censure to the membership, or
- 4. removal from ballot.

#### IV. Voting Day

- a. The voting day shall be the third (3<sup>rd</sup>) Wednesday in April. **(for Spring 2026 elections this means Wednesday, April 15, 2026)**
- b. The Regional Electoral Officer shall be the NSTU First Vice-President or designate as selected by the Table Officers.

#### NOMINATIONS

The official Nomination Form is submitted online at: <https://nstu.ca/the-nstu/communications/online-forms/provincial-executive-nomination-form>. Confirmation of receipt of the Nomination Form will be emailed to the Candidate upon submission. Candidates will be contacted soon after the close of nominations regarding election procedures.

#### CONTACT PERSON

For further information regarding the 2026 Regional Provincial Executive Elections, contact Louis Robitaille Executive Staff Officer Research, Governance, and Policy at [lrobitaille@staff.nstu.ca](mailto:lrobitaille@staff.nstu.ca) or 1-800-565-6788 (local 902-477-5621).

## Deadline for nominations for NSTU President Friday, February 27, 2026

The deadline for nomination forms for NSTU President is Friday, February 27, 2026. Forms are available through the NSTU Executive Director, Bethany MacLeod by calling the NSTU office at 902-477-5621 or via email at [executivedirector@staff.nstu.ca](mailto:executivedirector@staff.nstu.ca).

Any active NSTU member is eligible to run for NSTU President. Potential candidates need to obtain the signatures of 25 Active or Reserve Members of the NSTU and each nomination form must be signed by the candidate. The nomination forms must be received by the office of the NSTU Executive Director, on the official nomination form, by 4:00 p.m. on Friday, February 27, 2026. Forms must be delivered via mail, courier, or in person. Nomination Forms received by telephone, fax, or other electronic means will be considered invalid.

Official campaigning for the NSTU Presidential election will begin on Monday, March 23, 2026.

The term of office for the next NSTU President will begin on August 1, 2026.