



The

CHECK IN

Mar 2, 2026

Issue 26

PRESIDENT'S MESSAGE:

Celebrating International Women's Day, on March 8, we honor and uplift all who identify as female, recognizing your achievements, resilience, and impact in every community. Each of us can help advance women by calling out stereotypes, challenging discrimination, questioning bias, celebrating women's successes, and sharing our knowledge and encouragement with others while supporting organizations driving meaningful change. Together, let's fight the good fight and [#AccelerateAction](#) for women and girls everywhere – so, are you in?



In a major victory for workers, judge rules Bill 148 unconstitutional

"Today's ruling confirms what the NSTU and other unions have been saying for almost a decade, which is that Bill 148 was a petty and punitive piece of unconstitutional legislation with longstanding negative consequences to the public services families rely on, such as education and health care. The same hold true for Bill 75, which was also ruled to be unconstitutional. It's unfortunate that the actions of the McNeil government are still being felt today and that current and even future governments will have to untangle the mess he created.

"We look forward to discussing with the current government how to properly resolve this situation and provide closure to the thousands of teachers, specialists and other professionals impacted by Bill 148."

~NSTU President Peter Day

[Joint Statement](#) Nova Scotia Federation of Labour can located at <https://nslabour.ca/>

Full legal decision can be read [here](#)

IMPORTANT DATES

- Mar 2 INSPIRE Awards Nominations open
- Mar 4 Local General Meeting
- Mar 6 Hfx Co Local Student Bursary Applications Open
- Mar 13 Elem/Middle/Jr Assessment and Evaluation Day - No classes
Elem/Middle/Jr ONLY
- Mar 16-20 Spring Break
- Mar 25 Teacher or School Initiated Inservice Promotion Grant application deadline
- Article 60 Conference Grant application due

“ There is no limit to what we, as women, can accomplish

~ Michelle Obama

”



Update on the Provincial Exam schedule

Thank you to everyone who contributed examples of how the current exam schedule was not effective in your classrooms and schools. NSTU President Peter Day condensed the information you gathered into a 38-page document, and shared directly with the Minister and Deputy Minister. Your collective efforts made a significant difference.

Peter is pleased to share that the NSTU has met with the Department, and as a result of the information and advocacy provided, we will be seeing a positive change to the exam schedule. NSTU staff have been assured that changes to the current June exam schedule will be made to more closely reflect prior years' schedules. This is a clear example of what coordinated, province-wide communication can accomplish. Thank you all for helping to achieve this positive outcome.

March 8 is International Women's Day (IWD), a time to celebrate the progress made in advancing women's rights and highlight the ongoing efforts needed to ensure their full participation in all aspects of society.

The beginnings of International Women's Day can be traced back to the early twentieth century. It emerged from the activities of labour movements in North America and Europe and reflected a growing call for women's equal participation in society.

International Women's Day first took place on March 19, 1911, in Austria, Denmark, Germany, and Switzerland, when over a million people attended rallies to show their support for women's rights to work, vote, hold public office and live free of discrimination. Other countries began to observe and celebrate this day in the years that followed. The United Nations recognized 1975 as International Women's Year and began celebrating March 8 as [International Women's Day](#). Today, International Women's Day is a day of unity, celebration, reflection, advocacy, and action and is marked in many countries worldwide, including Canada.

RESOURCES

Halifax County Local NSTU

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!

More information provided on page 9 of the Check In



Halifax County Local NSTU

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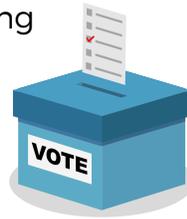
HalifaxCountyLocal.com

Halifax County Regional Provincial Executive Member Election

As of the close of nominations for Regional Provincial Executive elections there were five names submitted for the Halifax County Region. The question that will appear on the ballot on Wednesday, April 15, 2026, will be:

Please pick your choice for Provincial Executive Member for the Halifax County Regional election (term starting August 1, 2026):

- o Melanie Kennedy-Conrad
- o Shelley Luddington



More information will be provided as available.

African Nova Scotian Provincial Executive Member Election

- o Malik Adams
- o Tamara Borden
- o Anisley Bravo Calderin
- o Cadine Johnson Foster
- o Amanda Patterson

To be eligible to vote for the African Nova Scotian Provincial Executive member, you must be an Active or Reserve NSTU Member or be a substitute teacher working on election day who self-identifies as being an African Nova Scotian. Please use the form(s) to self-identify accordingly - <https://nstu.ca/the-nstu/structure/provincial-executive/regional-elections>

Indigenous Provincial Executive Member Election

- o Francine Fleming
- o Tania Gould

To be eligible to vote for the Indigenous Provincial Executive member, you must be an Active or Reserve NSTU Member or be a substitute teacher working on election day who self-identifies as Mi'kmaw, Wolastoqew, First Nations, Inuit, Indigenous, or Métis. Please use the form(s) to self-identify accordingly - <https://nstu.ca/the-nstu/structure/provincial-executive/regional-elections>



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Forum for Provincial Executive Positions

African Nova Scotian Provincial Executive Member Election

April 1, 2026 @ 6:30pm

Indigenous Provincial Executive Member Election

March 31, 2026 @ 6:30pm

More information to follow

Polls will be open from 6:00 a.m. to 8:00 p.m. on election day - Wednesday, April 15, 2025 for all three positions.

More information will be provided as available.



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<https://halifaxcountylocal.com>

Local PD Opportunities for March

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.

Article 60 Education Leave - Less Than One Year

May 1, 2026 4pm for leaves beginning in September through December 2026

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.

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
Program Development Assistance Fund:	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.

Supporting Teacher **HEALTH** and **SAFETY** in Response to **SCHOOL- BASED VIOLENCE**

Safe schools are essential for students to grow and learn in a positive way. This session will focus on the tools and supports available to teachers who are experiencing school violence, with the goal of ensuring a safe and healthy workplace for everyone.

Sessions open to members of:

Dartmouth • Halifax City • Halifax County

To register, e-mail: economicwelfaresessions@gmail.com

Thursday March 12

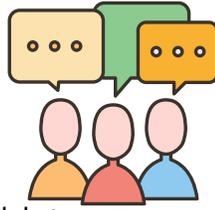
4:30 – 6:00 p.m.

Dr. Tom Parker (NSTU) Building
3106 Joseph Howe Drive



General Meetings:

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.**



Friendly reminder to bring a device (phone, tablet, or laptop) so you can view the digital agenda during the meeting.

March 4

April 8

May 6

June 3

Rep Forum @ General Meetings

This is the time to ask questions that may be affecting multiple schools or to gather information from other reps – general issues, questions or concerns.

Please email questions/concerns to the President the Wednesday prior to each General Meeting so that as much information can be shared with the members as possible. Information will be provided via email response as well as during Rep Forum. Anything that has arisen before or after this date can still be brought before the membership at the General Meeting.

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NSTU Benefits at a glance...



Paramedical Practitioners: What Services Do They Provide And What Coverage Do You Have?

Naturopath – Nature nurtures! Naturopathy is a system of healing that aims to provide holistic or whole body health care by drawing on treatment methods from several traditional systems of medicine. Naturopathy seeks to use the natural healing powers of the body to cure itself and focuses on treating the cause of disease rather than the symptoms.

The plan reimburses you for 80% of the usual and customary charges per treatment to a maximum of twenty (20) visits per calendar year.

ATEC Student Bursary

Association of Teachers of Every Child (ATEC) is an association that has consistently strived to improve the learning environment of those students who have come under the umbrella of Special Education or Student Services.

In keeping with this goal, one bursary valued at \$1000 and two bursaries valued at \$500 will be awarded to students who, through personal sacrifice and effort, have made great strides in realizing their potential. The recipients of this bursary will be chosen by members of the ATEC executive using the criteria listed below. Incomplete applications cannot be considered. Please ensure you submit all supporting documentation along with the completed application, **due by the last Wednesday in April.**

Criteria:

- A Nova Scotia resident.
- Enrolled in a recognized educational institution within the last 12 months.
- Documented learning difficulty or disability.
- A positive role model to other students experiencing academic challenges.
- A student who has made a concerted effort to become involved in extra-curricular school activities.
- A student who has consistently met or surpassed educational goals collaboratively set by the student, parents and all educators involved.
- A student whose personal situation clearly shows a need for financial assistance.
- Accepted by a post-secondary institution.

Make a copy of the **application form** (rename the document to include your name)

Inspire Awards 2026

The Nominations Committee is pleased to announce that applications for the INSPIRE Awards have opened for this year.

Rationale

The INSPIRE Awards will acknowledge those members fulfilling the mandate of the NSTU in such a way as to have a positive impact on their school and colleagues. These awards will promote spirit, goodwill, connections, and excellence in education. It will also give voice and recognition to our members.

Criteria

The foundation of the awards stems from the NSTU Mission Statement:

"As the unified voice for the advocacy and support of all its members, the NSTU promotes and advances the teaching profession and quality public education."

The awards would be granted to teachers who exemplify the mission of our Union through Educational Leadership, Mentorship, Community, Passion, and **Excellence in Teaching**.

Two types of INSPIRE Awards are given:

1. The **Preman Edwards Award**, given to a Local representative or alternate (2 recipients)
2. The **Susan Noiles Award**, given to a general Local member (3 recipients)

Use the link below to access the Google Form to nominate a member:

<https://forms.gle/Q5rA3qQpahx1kfyX8>

The deadline for nominations is **Monday, March 30, 2026 at 4:00 pm**.

Nominations can only be made by current NSTU members.

NOTE: Members may make several nominations to one or both INSPIRE Awards.



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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

REGIONAL AGREEMENT (HRCE) - ARTICLE 12 - JOB SHARING

12.01 A Job Sharing Plan agreed by the Regional Centre and the Union as outlined in Article 12.03, shall be continued.

12.02 The Plan shall not be amended except by mutual agreement of the Regional Centre and the Union.

12.03

(i) **DEFINITION**

Job sharing is an arrangement which involves sharing the duties and responsibilities of a permanent teaching position on a part-time basis with another teacher. The Regional Centre and Union agree that job sharing is a feasible and desirable employment option for some teachers.

(ii) **ELIGIBILITY**

Participation in shared teaching is available to teachers in the employ of the Halifax Regional Centre for Education at least one (1) of whom must be on Permanent Contract. The position designated as a shared teaching position shall be currently held by a Permanent Contract Teacher.

(iii) **CONTRACT**

Teachers sharing a teaching position shall be employed on a Term Contract as provided by the Teachers' Provincial Agreement. The teachers shall also sign a Shared Teaching Contract.

(iv) **APPLICATION**

The application for shared teaching and the supporting documents must be submitted on or before March 31. Approval of the application is at the discretion of the Centre; such discretion will not be applied in a manner that is unreasonable, discriminatory or in bad faith. The Regional Centre shall notify the teachers concerned of the approval or denial of this prior to the start of job postings in Article 10 for the ensuing school year. If the application is denied, the Principal/Director or designate shall provide the reasons for the denial in writing upon request of the permanent teacher who owns the position. Where the application is approved, the permanent teacher will remain at that site for the ensuing school year so long as the allocation exists.

(v) **DURATION AND REAPPLICATION**

Each Shared Teaching Contract is for one (1) year period after which time the sharing teachers shall be offered their original positions where practicable, or comparable positions within the system, or positions mutually agreed upon. To continue a shared teaching arrangement beyond a one (1) year period, both teachers must inform the Director of Human Resources or designate in writing on or before March 31. Approval or denial must be given prior to the start of job postings in Article 10 for the ensuing school year. Upon approval, both teachers must sign a new Shared Teaching Contract.

vi) **STAFF MEETINGS**

When staff meetings are held, the teacher who is regularly scheduled for duty must attend. The other teacher should, upon request, attend.

*****CONTINUED ON NEXT PAGE*****

Engagement Conference 2026

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Most members never learn enough of what their union offers.

On April 18, you can.

Join us for a free, one-day conference created specifically for first-time attendees. Explore the supports, grants, leadership, and opportunities available to you.

MEMBER ENGAGEMENT CONFERENCE 2026: You're Already Part of Something Powerful Discovering the value, voice & support of your union

Saturday, April 18 (9:30 am – 3:30 pm, Halifax)

We're hosting a one-day Members' Conference designed specifically for those who have never attended Rep Training nor the NSTU Leadership Development Institute.

This is your opportunity to:

- Pull back the curtain on how your union actually works
- Learn about programs, grants, and member supports
- Understand insurance, benefits, and Negotiations 101
- Meet NSTU staff, your Provincial President, Local President, and Local volunteers

Your union is more than contract talks.

There are hundreds of people working on your behalf. Come discover what that really means.

Free to attend. Lunch provided. Expenses covered according to NSTU guidelines.

Whether you're curious, unsure, or just ready to understand more – you belong here.

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

Brought to you by your Halifax County Local Communications Committee.

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) **ARTICLE 12 - JOB SHARING**

(vii) **ADMINISTRATIVE AND IN-SERVICE DAYS**

When an administrative day is declared, only the teacher who is regularly scheduled for duty must attend and only that teacher shall be paid. The other teacher is free to attend on administrative days.

When in-service days are declared, only the teacher normally scheduled for duty must attend and that teacher shall be paid for such days. The other teacher is encouraged to attend.

(viii) **PARENT TEACHER VISITATION**

Both teachers in a shared teaching arrangement shall be present for Parent Teacher sessions.

(ix) **SUBSTITUTION**

When one (1) member of a shared teaching arrangement is absent, the other member will be the preferred substitute where possible

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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

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT
(HRCE)

ARTICLE 12 - JOB SHARING

(x) SALARY

Salary will be a percentage of the teacher's annual salary based on the percentage of shared teaching time. Salary payments will be made on a regular basis for the entire school year on the same schedule as for the full-time teachers.

(xi) SENIORITY

Seniority is not interrupted by participation in a shared teaching arrangement.

(xii) BENEFITS

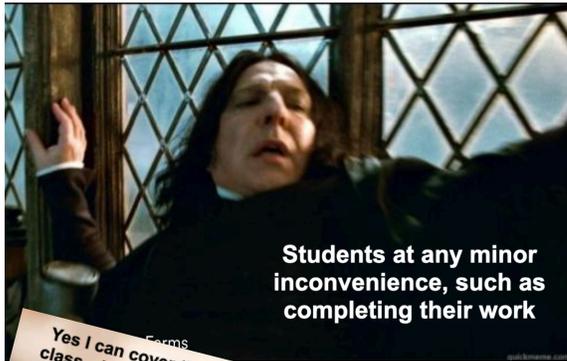
Teachers in a shared teaching arrangement shall receive the benefits set forth in the Teachers' Provincial Agreement for a teacher on a Term Contract. Sick leave, maternity leave and retirement allowance shall be calculated according to the percentage that the number of teaching and claimable days of the teacher is to the number of days in a school year. Total care cost sharing of premium, special leave, travel allowance, where applicable, shall not be pro-rated and all other benefits of the Agreement between the Regional Centre and the Union shall apply.

March Madness Meme Off

Mar 2, 2026

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Congratulations to our Group D Finalists!



Halifax County, we are heading into the March Madness Semi-Finals!



GROUP A SEMI-FINALS

MEMBERS, PLEASE VOTE

Link on Instagram
@halifaxcounty

or in the **CHECK IN**



Vote March 2 - 5

Deadline 5pm Thursday

Group B, C, D Semi Mar 9, 23, 30

Winner from each group competes in the finals April 6 - 9



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

- Sit up straight—good posture improves mood and energy
- Keep learning—read, take a class, or explore a new skill
- Reflect on a small win from your day

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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Please head to our Instagram account to VOTE for your favourite Group A meme

1. Follow @halifaxcounty
2. Click on the link in our bio
3. Vote on our Google Form

All members are invited to vote for your favourite! The link is available in the bio on Instagram as well as:

<https://forms.gle/TbzTzg3w7dEW77rr5>

Membership Registry

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NSTU reps should be updating the Membership Registry online and in real time. When an NSTU rep updates the site list, the changes are immediately made to the database ensuring the Union's membership information is current and accurate.

How To: Click on "Edit Site", you will be presented with the site list.

If the listed member is no longer at the site, click on "Employment Status" and select the reason. If the member has retired please check the "Retired" box. If you are uncertain of the reason they are no longer at the site you may select "Unknown" from the dropdown list.

If you select "New Site" from the dropdown list, another field will appear. Once you begin to type a site name into the field it will present you with options. Click on the name of the site and it will populate the field.

If a member is **MISSING** from the site:

- enter their professional number into the field above the list that says "start typing to search".
- The system will present you with a list of names which will narrow down to a single name once all the digits have been input.
- When you see the name to be input, select it. Once it replaces the number in the box select "Add". This will add the member to the bottom of the list. Will move to alphabetical order when saved.

If a member is **NOT** in the system (no match found):

- please ensure that the member completes a "Membership Information" form ([English/French](#)) and submit it to Central Office so that the member is put them into the system.
- Once they have been entered they will automatically appear on your site.
- **Until the member completes and submits the "Membership Information" form, that person will not be included in the membership database and; therefore, not in the Local's membership numbers.**

To save any changes, you **must click the "Save" button** at the top of the page. When satisfied that all the necessary changes have been made to the list simply select the box for "submit completed information" then click the "Save" button. Changes **MAY** be made after these steps.

Registry cont...

Membership figures will be pulled from the Registry on Monday, March 30, 2026.

NSTU representatives are responsible for ensuring the accuracy of the site information within the Membership Registry. All site updates should be completed at **least one week prior to the above-mentioned dates** and may be completed any time prior to that point. Should you require additional information please contact NSTU Central Office by phoning (902)-477-5621, or toll free at (800) 565-6788 or by emailing registry@nstu.ca



Trouble Accessing Your NSTU Account?

Having issues with your username, password, or registration?

Email webaccounts@nstu.ca from a non-employer email. Be sure to include a description of the issue and your professional number.

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.