



The

CHECK IN

Mar 23, 2026

Issue 28



PRESIDENT'S MESSAGE:



Welcome back! I hope you had a restful and enjoyable March Break, filled with the activities and moments you enjoy most. As we return, we also welcome the arrival of spring; at least officially! Whether the weather agrees just yet is another story, but longer days are certainly ahead.

Have a great week!

IMPORTANT DATES

- Mar 25 Teacher or School Initiated Inservice Promotion Grant application deadline
- Article 60 Conference Grant application due
- Mar 27 Halifax County Local Conference Fund & Local Reserve Conference Fund application deadline
- Mar 30 INSPIRE Award Nominations close
- Apr 1 NSTU PDAF (Program Development Assistance Fund) application due
- NSTU John Huntley Internship application due



Education Week 2026 will take place from May 10th to 16th. This is a special opportunity for the education community to acknowledge educators, school support staff, and partners for their outstanding work connected to the Education Week theme.

This year's theme, Fostering Empathy: Learning and Leading with Kindness, highlights the essential role educators and support staff play in creating caring, inclusive school communities.

I encourage you to take a moment to recognize a colleague who truly embodies the spirit of this year's theme.

Nominations will be accepted until Tuesday, March 24th.

[Nomination Form](#)

“ Spring: a lovely reminder of how beautiful change can truly be

~ Unknown

”

Information on Reporting Incidents under the School Code of Conduct Request



Dear County members,

Please see below for an excerpt from communication from your Provincial President, Peter Day, which was sent to all County members via non-employer email on Mon. March 9/26.

During my last meeting with the Minister, I raised concerns that some violent incidents being reported in schools may be altered or, in some cases, removed altogether by administration. The Minister assured me this was not happening and stated that if it were, he would address it immediately.

The Department of Education and Early Childhood Development has indicated that they want this year's data to serve as a baseline for future reporting, so it is very important that the information being collected is as accurate as possible.

I know many of you are extremely busy with your own responsibilities, but I am once again asking for your help. My hope is to gather information directly from members about whether the reporting of unacceptable behaviours is being altered. To be clear, I am not referring to minor edits such as grammar or spelling corrections, but rather situations where the severity, frequency, or intent of an incident report may have been changed.

*If possible, I would appreciate receiving responses by **March 27** in preparation for my meeting with the minister, which has been rescheduled.*

As we have seen in the past, messaging from the Minister's office does not always make its way down to individual schools with the original intent. If we are going to successfully advocate for more time, resources, teachers, and teacher specialists, it is essential that the Deputy Minister and Minister are presented with accurate data about what is actually happening in our schools. This information can go a long way toward improving classroom conditions and safety for both staff and students.

Thank you for your continued efforts and support. They are greatly appreciated.

To help us represent your experiences accurately and advocate effectively, **please submit your responses by March 27, 2026**. 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.

 <https://forms.gle/QkJMHNX5mrT5xqBV7> 

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

Notice of African Nova Scotian and Indigenous Provincial Executive Elections

ELIGIBILITY TO VOTE:

Active and Reserve members, and substitute teachers working on voting day, who self-identify as African Nova Scotian (ANS PE Election) or as Mi'kmaw, Wolastoqew, First Nations, Inuit, Indigenous, or Métis (Indigenous PE Election) are eligible to vote. Active and Reserve Members wishing to vote in either of these elections must register to vote, self-identify, and give a valid email address, at <https://nstu.ca/the-nstu/structure/provincial-executive/regional-elections>. **Deadline to register to vote of Monday, April 13, 2026 at noon.**

Substitute teachers who are eligible to vote (both self-identify and are working on Wednesday, April 15) will need to contact NSTU Central Officer at 1-800-565-6788 (local 902-477-5621) to request a voting key.

ALL CANDIDATES FORUM:

Two All Candidates Forum will be conducted virtually.

Forum for Indigenous Candidates will be conducted on March 31 at 6:30 p.m.

Forum for African Nova Scotian Candidates will be conducted on April 1 at 6:30 p.m.

From NSTU Operational Procedures:

- 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.
- The order of the Candidates' presentations shall be chosen by lots.
- 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.

Further details will be forwarded to all members closer to these dates.

REPRESENTATION MATTERS



Two new positions on the NSTU Provincial Executive:

- African Nova Scotian members
- Indigenous members



Eligible voters include active, reserve, and substitute members who self-identify as African Nova Scotian and/or Indigenous.

Members must register their self-identification to vote in these elections.

MORE INFO >>>

Register Today!



CANDIDATES



Photos from "The Teacher"

AFRICAN NOVA SCOTIAN

Malik Adams
Ainsley Bravo Calderin
Amanda Patterson



INDIGENOUS



Francine Fleming
Tania Gould

MORE INFO >>>

Your Voice Matters



We're reopening the Halifax County Local feedback form and inviting all County members to take a few minutes to share their thoughts. This is your chance to highlight what's working well, recognize 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 will remain open until Friday, March 27/26. We encourage you to take a few minutes to share your feedback.



<https://forms.gle/b9DqmqMgdsp5ACuSd6>

Halifax County Regional Provincial Executive Member Election

Melanie Kennedy Conrad has been acclaimed as the new Halifax County Local Provincial Executive member. Please join us in congratulating Melanie on this well-deserved achievement!

Congratulations



MELANIE KENNEDY-CONRAD



NSTU PROVINCIAL EXECUTIVE

Aug 1, 2026 - July 31, 2028

Expression of Interest: Status of Women Conference

The NSTU will be hosting the biennial **Status of Women Conference** to be held at the **Courtyard by Marriott Dartmouth** on **April 17th and 18th, 2026**. This conference is an opportunity for women to engage directly with other female identifying members to provide space for their voices to be heard through networking and professional development sessions. This year's theme, Women & Wellness, centers the importance of supporting women in the teaching profession through dialogue, reflection, and shared strategies for well-being.

If you **identify as a woman and** are interested in attending as a Halifax County Local delegate, please indicate your interest by **Tuesday, March 24, 2026 at 3:00pm** using the following Google Form:

<https://forms.gle/BCV3puJJQJHWvV946>.



Halifax County Local NSTU



@HalifaxCounty



@HalifaxCounty.bsky.social



HalifaxCountyLocal.com

<https://halifaxcountylocal.com>

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.

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 28 - COMPASSIONATE CARE LEAVE

28.01 The Director of Human Resources shall grant a teacher unpaid leave, to be taken in blocks of not less than two weeks. Entitlement to the leave shall be consistent with the Compassionate Care provisions of the Employment Insurance Act and Regulations.

28.02 All insurance benefits shall remain in effect while the teacher is on leave.

28.03 A teacher shall give two (2) teaching days notice to the Director of Human Resources prior to returning to work.

28.04 If there is a death of the family member during the Compassionate Care Leave, the teacher will be entitled to Special Leave/Bereavement Leave according to the Local Agreement that applies to the teacher on leave. Where this Article conflicts with Special Leave/Bereavement Leave, the Local Agreement shall prevail.

28.05 Subject to the provisions of the Article 32.21 through 32.25 Substitute Teachers of this Agreement, where a replacement teacher is required for a teacher on Compassionate Care Leave, the replacement shall be a substitute teacher.

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. Members must ensure they have completed all sections of the Sharepoint applications when applying

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
Program Development Assistance Fund:	April 1, June 1, August 1
John Huntley:	April 1

**These dates are a guide only. Members are responsible to reconfirm deadlines on the various websites. Halifax County Local is not responsible for incorrect/missed deadlines.



New to union events?
Start here:

Our 1-day Members' Conference on April 18 is built for first-time attendees who want a clear, engaging introduction to their NSTU.

Free to attend. Lunch provided.

- Included:
- Who's who at the NSTU
 - Your money, Your union
 - Negotiations 101
 - Your Insurance & Benefits
 - Meet your Local President & NSTU President
 - Fun & prizes
 - and much more!



Link to website &
registration form



NO PREVIOUS
EXPERIENCE NECESSARY

REGISTER NOW!

March Madness Meme Off

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GROUP C SEMI-FINALS

MEMBERS, PLEASE 

Link to voting form on Facebook, Instagram, & your weekly **CHECK IN**

Voting open
March 23 – 26 until 5pm

Last round of semi finals
March 30

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

When a student asks what we're doing right after I finish the instructions

The one time I show up on-time for a staff meeting and it's been canceled!

When it is a delayed start instead of a snow day.

Trying to decode the handwriting for another nameless assignment.



Three to Thrive

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

-  Drink water as soon as you wake up
-  Remember: wellness is a journey, not perfection
-  Take the stairs instead of the elevator if and when you can

Group C Final 4 voting open Monday (today) until Thurs. March 26th by 5pm.

All members encouraged to choose their favourite to move on to the Championship finals. Link for Group C voting:

<https://forms.gle/APGhRZA6GbNyjJCS9>

GROUP B FINALIST!

Entry #2

When you realize during morning attendance that a certain special someone is absent for the day!

MOVING TO THE FINAL ROUND

Made with Piñata

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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 HalifaxCountyLocal.com

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.