



The

CHECK IN

Mar 30, 2026

Issue 29

PRESIDENT'S MESSAGE:



Spring is here! Which means that staffing season is just around the corner. Be sure to watch upcoming Check-Ins for updates on jobs, postings, and more. Don't miss the Know Your Contract section for key info.

Questions about postings or staffing? I'm here to help. Feel free to reach out anytime!

NSTU Seniority Lists

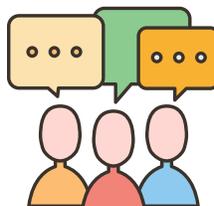
Seniority lists are to be posted on SharePoint ([HRCE Staff Portal](#)) by April 1, 2026, in accordance with Article 11.01 of the [Regional Agreement](#).

It is very important that you review your information carefully to ensure its accuracy. If you identify any discrepancy in your status, please contact myself to discuss as any challenge or revision must be made no later than 30 days following the posting of the lists.

GENERAL MEETINGS:

April 8 May 6 June 3

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.**



Rep Forum @ General Meetings

This is your time to raise general questions or concerns. Please email the President by the Wednesday before each General Meeting so complete information can be shared. Responses will be provided by email and at the Rep Forum. Issues that arise before or after this deadline can still be brought to the General Meeting.

IMPORTANT DATES

- Mar 30 INSPIRE Award Nominations close
- Apr 1 NSTU PDAF (Program Development Assistance Fund) application due
- NSTU John Huntley Internship application due
- Apr 2 Elem/Middle/Jr Progress Conferences/Teacher Professional Practice Day & High School Professional Development (No Classes *ALL SCHOOLS*)
- Apr 3 Good Friday
- Apr 6 Easter Monday

“ A good teacher is like a gardener—nurturing growth you may not see right away
 ~ Unknown ”

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

KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 39 - DEFERRED SALARY LEAVE PLAN (excerpt)

39.01 A Deferred Salary Leave Plan as agreed by the Employer and the Union, Appendix B, shall be implemented.

39.02 The Employer shall be responsible for advising Education Entities of the details of the program.

39.03 The Union shall be responsible for advising the teachers of the details of the program.

39.04 The program shall not be amended except by mutual agreement of the Employer and the Union.

APPENDIX B

Purpose

.01 The Deferred Salary Leave Plan will afford teachers the opportunity of taking a one (1) year or the equivalent of a six (6) month leave of absence, and through deferral of salary, finance the leave.

Eligibility

.02 Any teacher who holds a permanent contract with an Education Entity is eligible to participate in the Plan.

Application

.03 A teacher must make written application to the Regional Executive Director/Superintendent on or before April 30th of the school year prior to the school year deferment is to commence, requesting permission to participate in the Plan.

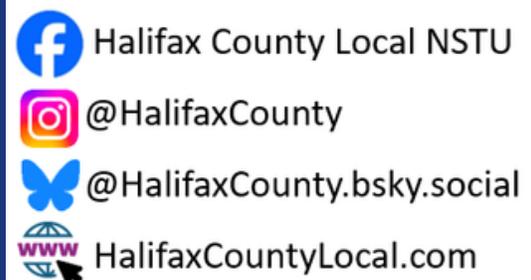
.04 Written acceptance, or denial, of the teacher's request, with explanation, shall be forwarded to the teacher by June 15th in the school year the original request is made.

.05 Approval of individual requests to participate in the Plan shall rest solely with the Education Entity and a refusal by the Education Entity to approve an application shall be final and non-grievable.

Please see the Teachers' Provincial Agreement (TPA) for Article 39 Deferred Salary Leave Plan and Appendix B in its entirety

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!



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 >>>

VOTE FOR MALIK ADAMS



MALIK ADAMS FOR PROVINCIAL EXECUTIVE (DESIGNATED SEAT, AFRICAN NOVA SCOTIANS)



- **Elected School Site Representative:** Over 20 years of experience
- **Halifax City Local Executive Member:** Served 2 consecutive terms



- **Member:** Black Educators Association (BEA) and Nova Scotia Alliance of Black School Educators (NSABSE)



- **Curriculum and Framework Developer:** African Canadian Services Branch, Dept. of Early Childhood Education, N.S.
- **Former CTF Advisory Committee:** Diversity and Human Rights



- **Current Member:** NS Federation of Labour Anti-Racism/Human Rights Committee
- **Dedicated Educator:** 27 years of experience and active NSTU member

**Dedicated to Equity and Education.
Vote Malik Adams for African Nova Scotian
Representation on your Provincial Executive.**

PROVEN LEADERSHIP, COMMITTED ADVOCACY



VOTE

Amanda Patterson for Provincial Executive ANS Member

About me :

* Secondary classroom teacher for over 20 years.

*School counsellor for the last four years.

*Dedicated to supporting the education and success of ANS youth and the voice of ANS teachers.

* Glorified catlady 🐱



Regional Union Experience

- City union rep for 8 years.

Provincial Union Experience:

- Voting member of the annual council twice.
- Secretary of the Social Studies teachers association from 2017 to 2022.

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# FRANCINE FLEMING



Nova Scotia  
Teachers Union

- \* Métis-Cree with RedRiverRoots
- \* Halifax City NSTU Rep Equity Committee Member
- \* 12 years in Public Education and Communication for Indigenous Services Canada

**YOUR VOICE.**



I hope you vote for me as your Indigenous Representative for the NSTU Provincial Executive!

Francine Fleming

*I have a strong understanding of the issues Indigenous people in Canada face.*

**YOUR CHOICE.**

**2026 INDIGENOUS REPRESENTATIVE  
NSTU PROVINCIAL EXECUTIVE  
VOTE FRANCINE FLEMING**

Have questions? Contact me: [francineblyan@gmail.com](mailto:francineblyan@gmail.com)

# Engagement Conference 2026

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.

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## **NSTU Benefits at a glance...**



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

### **Did you know that these services are available to you under the Total Care Medical Plan?**

Speech Therapist — Say what? Say anything! Speech therapists work with patients who have a variety of speech-related disorders. These disorders can include the ability to produce certain sounds, speech rhythm and fluency problems as well as voice disorders. Speech therapists use written and oral tests, as well as special instruments, to diagnose the extent of impairment and to record and analyze speech, language and swallowing irregularities. Once a patient has been assessed, they develop an individualized plan of care tailored to each patient's needs.

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

*The service providers listed above must be certified, registered, or licensed paramedical practitioners and must be approved by Medavie Blue Cross (the insurer). A Master of Social Work will be considered as an eligible service provider under Psychology Services. For more information please visit the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/>.*

Save  
The Date

*Halifax County  
Retirement Event*

Join us as we honour an incredible group of teachers heading into retirement! Please save the date for an evening of appreciation, memories and well deserved celebration.

JUNE 27<sup>TH</sup> 2026

DELTA HOTELS  
DARTMOUTH  
240 Brownlowe Avenue

MORE DETAILS  
AND SIGN UP  
COMING SOON



Halifax  
County  
Local  
NSTU

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

- Practice positive self-talk daily
- Write down a small goal for tomorrow
- Do one kind thing for someone without expecting anything back

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

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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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**GROUP D SEMI-FINALS**

**MEMBERS, PLEASE VOTE**

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

**Voting open**  
**March 30 – Apr 2 5pm**

Championships are next week!  
**April 6 - 9**

“But you get summers off!”

Yes I can cover that class...I'm not crying that's just the phone connection.

School grade paper towel at its best

Students at any minor inconvenience, such as completing their work

Group C Final 4 voting open Monday (today) until Thurs. April 2nd by 5pm.

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

<https://forms.gle/te4ijDF34aJ23rNB7>

**GROUP C FINALIST!**

**Entry #1**

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

**MOVING TO THE FINAL ROUND**

Halifax County Local NSTU  
 @HalifaxCounty

@HalifaxCounty.bsky.social  
 [HalifaxCountyLocal.com](http://HalifaxCountyLocal.com)

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 STANDING & OTHER COMMITTEES

Would you like to serve the NSTU at the Provincial Level?

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,\* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

*\*NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.*

- COMITÉ DE PROGRAMMATION ACADIENNE:** studies the curriculum of Acadian public schools (those schools under the authority of the Conseil scolaire acadien provincial) and reports its findings to the Provincial Executive. **(Central Region)**
- CURRICULUM COMMITTEE:** studies the curriculum of public schools and reports its findings to the Provincial Executive.
- DISTRIBUTED LEARNING COMMITTEE:** addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCEs).
- EQUITY COMMITTEE:** assists in planning the biennial Equity Conference; studies matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice and reports its findings to the Provincial Executive.
- FINANCE AND PROPERTY COMMITTEE:** is concerned with the overall financial plans of the Union; presents regular financial statements to the Provincial Executive; costs resolutions to Council and prepares an annual budget for presentation to Council; makes appropriate recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.
- MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE:** coordinates the Member Services and Health and Safety biennial Conferences; reviews programs aimed at educating leaders regarding working conditions and welfare; identifies and prepares background information on bargainable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; and reviews results of most recent Provincial and Regional contract bargaining.
- POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE:** assists in planning the biennial Political Action and Public Relations Conference; recommends to the Provincial Executive opportunities for involvement in political action for NSTU members (and others) regarding government positions pertaining to public education and reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same. **(Members appointed to the Committee shall represent each of the RRC's and the CSANE Local)**
- PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE:** assists in planning the annual Professional Associations Leaders Conference; reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations. **(Members appointed to the Committee shall be Members of a Professional Association Executive)**
- PROFESSIONAL DEVELOPMENT COMMITTEE:** assists in planning the biennial Professional Development Conference for Local Leaders; makes recommendations to the Provincial Executive regarding recipients of Educational Research Awards, Travel Fellowship, Out-of-Province Conference Grants and Full Time Study Grants; and reviews and develops programs intended to improve the effectiveness of teachers as professionals.
- PROGRAM DEVELOPMENT ASSISTANCE COMMITTEE (PDAF):** reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- STATUS OF WOMEN COMMITTEE:** assists in planning the biennial Status of Women Conference; studies matters pertaining to the current practices, attitudes, and research regarding the status of women in the teaching profession and in society in general and reports its findings to the Provincial Executive.
- SUBSTITUTE TEACHER COMMITTEE:** advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- I would be willing to serve on any committee.

**Applications must be received in Central Office by  
Wednesday, May 27, 2026**

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<https://nstu.ca/the-nstu/structure/committees>

*The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.*