



The

CHECK IN

Mar 9, 2026

Issue 27

PRESIDENT'S MESSAGE:

With March Break just one week away, I hope everyone is looking forward to some well-deserved time to rest and recharge. Whether you spend the week relaxing, connecting with family and friends, getting outdoors, or simply taking a break from the usual routine, I hope you find time to do something that fills your cup.



Wishing you a wonderful and restorative March Break.

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 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

Mar 27 Halifax County Local Conference Fund & Local Reserve Conference Fund application deadline

Mar 30 INSPIRE Award Nominations close

“ Focus level this week: thinking about spring break while pretending not to...
~ Anonymous ”

Halifax County Regional Provincial Executive Member Election

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.

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.



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 10
of the
Check In**

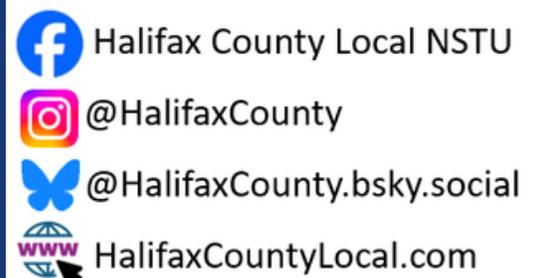


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Update on the Provincial Exam schedule

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.



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

AFRICAN NOVA SCOTIAN

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



INDIGENOUS

Francine Fleming
Tania Gould



MORE INFO >>>

Information on Reporting Incidents under the School Code of Conduct Request



Dear County members,

I hope you are doing well on this last week before the March Break. Please see below for an excerpt from communication from your Provincial President, Peter Day.

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 23** in preparation for my meeting with the minister on March 24.*

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 23, 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>

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.

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

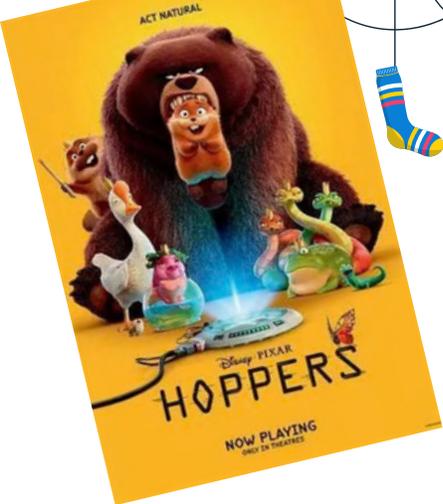
To register, e-mail: economicwelfaresessions@gmail.com

Thursday March 12

4:30 – 6:00 p.m.

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



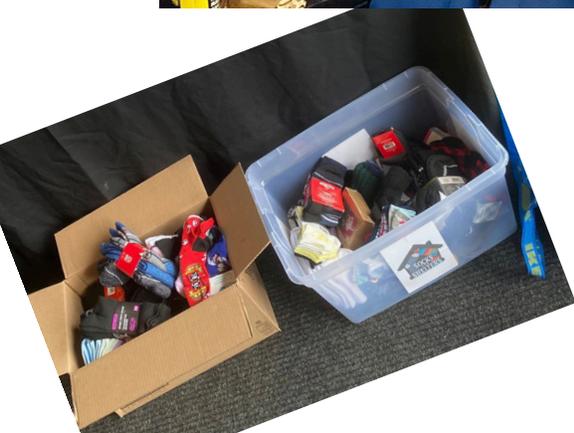


A Great Morning of Movies, Members, and Giving Back

Halifax County Local members, along with their families, had a fantastic time at the Hoppers movie on Saturday morning! 🎁🎬

It was wonderful to see everyone come together for a fun and relaxing start to the weekend.

Our members also showed incredible generosity. Together, we donated 225 pairs of socks and \$60 to Socks for Shelters, helping support people in our community. Your support, community spirit, and kindness made the morning truly special!



A big thank you to the Social and Wellness Committee for organizing such a great event, and to all the members and families who came out to take part.

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

RETIRED MEMBERS Total Care – Medical



Retired (Under Age 65)

Your Total Care Medical continues and premium is paid 100% by the Province of Nova Scotia for Single or Family Plan.

A retired member must enroll in the Plan within sixty (60) days of retirement, or within sixty (60) days of first pension cheque.

Retired (Age 65 & Over)

Your coverage transfers to the Retired Teachers Health Care Plan and premium is paid 100% by the Province of Nova Scotia for you or you and eligible Spouse.

The prescription drug coverage cancels the first of the month that either member or spouse turns 65 (whichever is applicable). If spouse is under 65, drugs for spouse only are covered at 80% after a \$25.00 annual deductible. Drugs covered under Nova Scotia Seniors' Pharmacare Program if 65 or over.

Upon your death, the coverage continues for your spouse if in receipt of Nova Scotia Teacher's Pension (Province of Nova Scotia pays 100% of premium).

Coverage

Hospital Benefits

100% of semi-private room - no maximum.

Extended Health Benefits

80% reimbursement for such items as the following (benefit maximums may apply):

- Home nursing care
- Physiotherapy
- Prosthetic appliances
- Ostomy equipment
- Wheelchairs, walkers, hospital beds, mist tent, etc.
- Out-of-province physician services
- Accidental dental
- Hearing aids
- Cochlear implant upgrades, parts and accessories
- Eyeglasses
- Diabetic supplies
- Continuous Glucose Monitoring (CGM) Systems
- Paramedical services

Prescription Drugs

\$5.00 co-pay for each prescription, Restricted Drug List, All new drugs require approval.

Frames and Lenses

Frames & Single Lenses - \$155.00

Frames and Bifocals or Trifocal Lenses - \$170.00

Contact Lenses and Laser surgery are eligible in lieu of frames and/or lenses at the same benefit level (The Employer provides \$145 for Single Lenses/Frames and \$160 for Bifocal or Trifocal Lenses/Frames)

For a complete breakdown of all of your benefits when you are retired under age 65 and the change when you are retired over age 65, consult the Retired Member Insurance Profile.

Contact - please call the Administrator, belairdirect Agency Inc., at 902-453-9543 or 1-800-453-9543 (toll-free), email: insurance@nstu.ca or GroupBenefitsNS@belairdirect.com or www.belairdirect.com/nstu

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.

REGIONAL AGREEMENT (HRCE)

ARTICLE 5

LEAVE OF ABSENCE (excerpt)

5.01 (i) The Regional Centre shall grant a one (1) school year unpaid Leave of Absence to a teacher on a permanent contract who applies for such leave. Upon completion of the Leave of Absence the teacher's status within the school remains the same as if the Leave of Absence had not occurred; however, it should be understood that nothing in the application of the Leave of Absence will affect the status of a teacher in the school should it become necessary to apply Article 11 – Seniority and Reduction or Article 10 – Staffing.

(ii) The Regional Centre may grant an additional one (1) school year unpaid Leave of Absence to a teacher granted a Leave of Absence pursuant to Article 5.01, and who has applied for a second such leave. Teachers shall provide written reasons for the request. Upon approval of the second year Leave of Absence, the teacher's status will be surplus and the teacher's position will become a permanent vacancy and will be posted in accordance with Article 10.01. The teacher shall apply for positions pursuant to Articles 10.10 and 10.11 for the year of their scheduled return.

5.02 (i) Applications for Leave of Absence shall be submitted to the Director of Human Resource Services or designate on or before April 1 of the school year prior to the one in which leave is desired.
*****Please see the Regional Agreement for Article 5 in its entirety*****

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



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 20/26.** We encourage you to take a few minutes to share your feedback.



<https://forms.gle/b9DqMgdsp5ACuSd6>

March Madness Meme Off

Mar 9, 2026

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GROUP B SEMI-FINALS

MEMBERS, PLEASE 

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

Voting open
March 9 – 12 until 5pm

Groups C & D Semi Finals
March 23, 30

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

Me when another teacher prolongs the staff meeting.

No more snow!!!
Ah... Snow day!!!

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

Teachers on the 68th day of January!



Three to Thrive

Three quick, practical tips to help us recharge, stay balanced, and thrive—each one takes just a few minutes! March Break is just around the corner.

-  Sleep until you wake up naturally at least a few days
-  Enjoy one “fun project” for the week
-  Have a low-key dinner with family or friends

Voting for Group B will open Monday March 9 and closes Thursday March 12 at 5pm

All members encouraged to choose their favourite to move on to the Championship finals

<https://forms.gle/APGhRZA6GbNyjJCS9>



GROUP A FINALIST!

Entry #1

Running on caffeine, dry erase fumes, and vibes.

MOVING TO THE FINAL ROUND

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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 Halifax County Local NSTU
 @HalifaxCounty

 @HalifaxCounty.bsky.social
 HalifaxCountyLocal.com

Membership Registry

Mar 9, 2026

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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.