



The

# CHECK IN

May 25, 2026

Issue 37

## PRESIDENT'S MESSAGE:



As another busy and rewarding school year begins to wind down, I want to take a moment to recognize the incredible dedication and spirit of our Halifax County Local members. Throughout the year, we've come together through professional learning opportunities, important conversations, special events, and union leadership initiatives that continue to strengthen our collective voice. Thank you for the work you do, the connections you build, and the solidarity you continue to show one another.

## IMPORTANT DATES

- May 27 Final permanent posting round opens (12pm)  
Teacher or School Initiated Inservice Promotion Grant application deadline
- Article 60 Conference Grant application due
- May 29 Halifax County Local Conference Fund and Local Reserve Conference Fund application deadline
- June 1 Final permanent posting round closes (12pm)  
Article 10.04 postings open (12pm)  
NSTU Program Development Assistance Fund application due

**SAVE THE DATE!**  
**HFX PRIDE PARADE**  
**SAT. JULY 18, 2026**

Join us in the parade!  
Bring colleagues, friends,  
and/or family (pets, too!)  
and walk with us beside  
the bus!

More details to follow!

**HPRC**  
Halifax City - Halifax County - Dartmouth

**#NSTUpride**

“Life isn't about waiting for the storm to pass. It's about learning to dance in the rain.”  
~ Vivian Greene”

# 2026 Staffing Timelines



May 27 (12pm)	Final permanent posting goes live
June 1 (12pm)	Final permanent posting closes
June 1 (12pm)	Article 10.04 posting goes live
June 3	Final permanent posting placement complete; check Successful Applicants list
June 4 (12pm)	Article 10.04 postings close
June 5 (12pm)	School Counsellor posting round goes live
June 8 (9am)	School Counsellor posting round closes
June 10 (12pm)	Teacher Placement Process appointment times and postings go live
June 11 (4pm)	Teacher Placement Process begins
June 13	Teacher Placement Process continues
June 17 (12pm)	First term posting goes live
June 19	Priority Placement staffing
June 22 (12pm)	First term posting closes
July 8 (12pm)	Summer term posting goes live
Aug 17 (12pm)	Summer term posting closes
Aug 19 (12pm)	Weekly Term postings resume

## Important to Note:

During the permanent posting rounds and during the Teacher Placement Process (TPP) teachers are required to rank the positions they apply to, in order of preference. Rankings will be relied on by HR Services to place you in a position. Rankings along with seniority and qualifications will determine the position teachers are placed in. Please note that ranking a position #1 does not guarantee that you will be placed in that position, as a more senior qualified applicant may be placed or it may be determined by HR Services that there were no qualified applicants for the position.

## Permanent Posting Rounds Process

- Permanent and probationary status teachers will apply for and rank positions in order of preference.
- HR will place teachers in a position for which they apply to, and are qualified for, in order of seniority and ranking, if it is available.
- **If a teacher is placed in a position they apply to, they will have no option to decline the position.** Therefore, it is important that teachers only apply to positions they are willing to be placed in.
- Successful applicants will be posted on Successful Applicants on myHRCE as positions are being filled by HR. Since this is a live system, please note that placements are subject to change if you're viewing these prior to the completion of the staffing process, May 15, 2025 and May 29, 2025.
- If you are listed as the Successful Applicant upon completion of the staffing process for the first permanent posting round, you are expected to email the Principal of your current school to advise them of such. Please follow the same process if you are the Successful Applicant for position in the final permanent posting round.

**\*\*\*The above information is an excerpt from the 2026 Teacher Staffing Memo sent via HRCE email on Monday, May 4, 2026.**

# Halifax County Local Executive Candidates

The Nominations Committee is pleased to announce the candidates for the following Local Executive positions: Vice President of Communications, Vice President Nominating, Vice President Professional Development and Vice President Social Wellness.

Elections for these positions will take place at the June 3rd Annual General Meeting. As per Robert's Rules of Order, additional nominations for all positions will be taken from the floor. The Nominations Committee wishes to thank all candidates for putting their names forward for these positions.

## Vice President of Communications:

### Sarah McCann

Sarah McCann is a teacher with 15 years of experience at the elementary level and a genuine passion for communication, creativity, and public education. Alongside her work in the classroom, she has built experience in digital marketing, social media, and content creation, with a focus on creating authentic and engaging online communities. Sarah believes communication should feel clear, approachable, and connected — whether it's sharing important union updates, celebrating the work teachers do every day, or helping members feel more informed and involved. She is excited about the opportunity to bring a fresh, modern perspective to communications within the Halifax County Local, while continuing to advocate for strong public education and meaningful member engagement across the NSTU community.



## Vice President Nominating:

### Christine Emberley

I'm running for VP Nominations because I believe strongly in a democratic voice within our union, and believe it means more than checking boxes for the selections and elections within the local, but also making sure members and nominees are well-informed about the process, and have access to the tools to support their engagement with members. There is always room for growth and change, and I don't think that's something to be afraid of. Our profession has changed, our communities have changed, and our relationship with the NSTU has changed. These require new voices and perspectives to make sure that we are considering all angles when fighting for equity in our profession, and equitable representation of our members. I have been a school rep or alternate for all but 3 years of my 20-year career, both in Halifax County, and Dartmouth locals. I look forward to representing your voices on the Halifax County Local Executive.



## Vice President Social Wellness:

### Jennifer Moriarty

As a County member I have been the recipient of the good that the social and wellness events and offerings have brought to the local community. As the VP of Social Wellness it would be my absolute joy to be able to build on the foundation laid by past committee members and work together to build additional opportunities for members to connect and seek ways of being the most well we can be while at work and play. I have over a decade experience supporting my own career path with the tools provided by our local NSTU communities and the support I have offered and hope to continue to offer to our local through this position would be a small measure of appreciation. My passion for our shared work will fuel the work to be done for all County members.



### Jessica Wells

Hi everyone! My name is Jessica Wells, and I am excited to be putting my name forward for the VP of Social Wellness.

As a teacher, I spend every day building relationships, supporting others, and creating spaces where people feel included and valued. I also bring 11 years of teaching experience, 7 years as a union rep, and 2 years on the Social Wellness Committee to this role. I would love the opportunity to continue doing that within this role by helping organize meaningful events, promoting staff wellness, and encouraging connection within our community.



I am always open to new ideas and enjoy working collaboratively with others to help create a supportive and positive atmosphere.

Thank you so much for your support — I would greatly appreciate your vote for VP of Social Wellness!

## Vice President Professional Development:

### Turk MacDonald

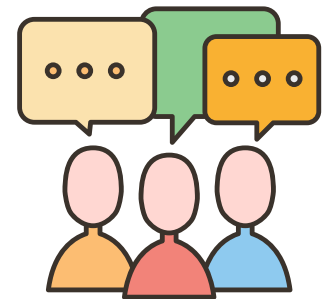
I would be honoured to serve as Vice President of Professional Development for Halifax County and continue building on the strong foundation already established within our Local. I bring an organized, approachable, and member-focused perspective to the role, along with extensive experience in union leadership and professional learning. Currently, I serve on the Professional Development Committee and have previously served on both the Local and NSTU Professional Development Committees earlier in my career. I have also held the positions of Local Treasurer and Vice President of Economic Welfare, experiences that strengthened my understanding of advocacy, collaboration, and member support. As a result of being a part of the negotiating team for our current regional contract, I engaged with HRCE staff and gained valuable experience that would support my work on the Article 60 Committee. I am committed to supporting meaningful, relevant, and accessible Professional Development opportunities for all members.



---

## ANNUAL GENERAL MEETING: 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 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 and should still be brought before the membership at the General Meeting.

## NSTU Benefits at a glance...

### Voluntary Accidental Death and Dismemberment

**Cost Sharing:** Member pays 100%

**Coverage:**

If under age 70 coverage available in amounts from \$5,000 to \$300,000

If age 70 to 74 inclusive, the coverage available is \$5,000 to \$100,000, however, there is no coverage for Permanent Total Disability, Home-Maker Weekly Indemnity and Hospital Indemnity.

Coverage for loss of life, loss of limbs or loss of use of limbs, etc. as per schedule.

For members with a spouse and/or dependent children, family coverage as per schedule. If you have a spouse and / or eligible dependent children, you are automatically insured for family coverage.

- 24 hour, 365 day coverage.
- Repatriation Benefit.
- Education Benefit.
- Day Care Benefit.
- Rehabilitation Benefit.
- Spousal Retraining Benefit.
- Workplace Modification Benefit.
- Child Enhancement Benefit.
- Permanent Total Disability.
- Family Transportation Benefit.

**Above is an excerpt** - for more information:

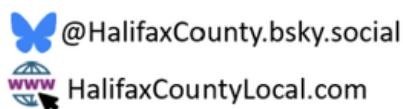
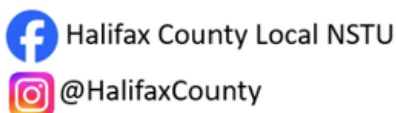
902-453-9543 or 1-800-453-9543

[insurance@nstu.ca](mailto:insurance@nstu.ca)/ [GroupBenefitsNS@belairdirect.com](mailto:GroupBenefitsNS@belairdirect.com)

[www.belairdirect.com/nstu](http://www.belairdirect.com/nstu)

Additional Resources:

<https://myinsurance.belairdirect.com/>



May 25, 2026

Issue 37



## Three to Thrive

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

- Practice saying “no” to protect your peace
- Stretch your shoulders and arms for 2-3 minutes
- Express appreciation to coworkers, family, or friends

Do you have any tips that work well???

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



### CONTACT

Desiree Daniele  
Local President  
P(cell): 902-499-0933  
P(office): 902-468-6788  
E: [halifaxcountylocal@nstu.ca](mailto:halifaxcountylocal@nstu.ca)

202 Brownlow Av. Suite 320  
Dartmouth NS B3B 1T5

Wally Fiander  
NSTU Executive Staff Officer  
P(office): 902-477-5621  
E: [wfiander@staff.nstu.ca](mailto:wfiander@staff.nstu.ca)

Tim MacLeod (Bedford/Sackville)  
NSTU Executive Staff Officer  
P(office): 902-477-5621  
E: [tmacleod@staff.nstu.ca](mailto:tmacleod@staff.nstu.ca)

# Halifax County Retirement Event

SATURDAY

27

JUNE 2026

5:00 - 11:00 PM

DELTA HOTELS DARTMOUTH

240 BROWNLOW AVENUE



**REGISTRATION  
NOW OPEN**

Retiree registration

Paying Guest Registration

FEES

Retiree &  
One Guest  
Complimentary

All Others  
\$60.00

# Local PD Opportunities for May

## 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**

\*If applying for a Halifax County Local Conference from August 2026 to July 2027, please use the current 25-26 application found on the website. Please note that the current \$800 may be different and approvals will be conditional provided that the applicant remains in Halifax County after the postings. The new application will be posted once the budget is approved.

## Article 60 Upcoming Deadlines

**The 2026-27 Article 60 Guidelines are available via Sharepoint. Members are responsible to read and follow guidelines. Members must ensure they have completed all sections/boxes of the Sharepoint applications when applying. Members are responsible to verify documents are attached and deadlines are met.**

\*\*\*All documents must be received electronically via Sharepoint by 4pm. All attachments should be visible so please ensure all documentation is attached.

## Conference, In-service and Course Pre-approval:

The START DATE for Conferences and Courses must take place 10 Calendar days AFTER the committee meeting dates (first Wednesday of each month). In-services can take place 30 Calendar Days after.

Conference and In-Service Application Due Dates: **MAY 27**

## Course Reimbursement Deadlines:

Course Completed During the Following Dates	Deadline Date via SharePoint. No Later than 4pm
April 1, 2026 – June 30, 2026	July 31, 2026
July 1, 2026 – September 30, 2026	October 31, 2026
October 1, 2026 – December 31, 2026	January 31, 2027
January 1, 2027 – March 31, 2027	April 30, 2027

# Local PD Opportunities for May

Continued...

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](https://nstu.ca))\*\*

All applications must be received at the NSTU Central Office by 4pm on the date specified. If the deadline falls on a holiday, applications will be accepted until 4pm the next business day.

<https://nstu.ca/nstu-members/professional-development/grants-opportunities/study-and-research-grants>

## Program Development Assistance Fund (PDAF) - June 1, August 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.

---

## Our Kids Can't Wait

### Our kids need more:

more time with teachers, more resources in the classroom, more support when they're struggling. These are urgent needs that require meaningful investment—now.

Write your MLA and ask they make public education a top priority.

Visit <https://www.actforeducation.ca/action/>



## **KNOW YOUR CONTRACT(S)**

### Regional Agreement (HRCE)

#### **Regional Centre Initiated Transfers**

**10.20** A Regional Centre Initiated Transfer can occur throughout the school year.

**10.21** Transfers initiated by the Regional Centre shall not be made arbitrarily, unreasonably, or unfairly. Prior to initiating Regional Centre Initiated Transfers, the Regional Centre shall provide the Union the name of the teacher, the position transferred to, the position transferred from and the reasons for the transfer. The Union shall have two (2) working days after receipt of the notice to forward comments to the Regional Centre.

**10.22** Regional Centre Initiated Transfer may be made:

- (a) where there are exceptional personnel issues related to staff, students or the community;
- (b) to provide for professional development opportunities with the consent of the teacher;
- (c) for operational reasons related to a school's changing enrolment occurring outside the regular staffing process;
- (d) to address extraordinary circumstances where there is a demonstrated need for program expertise at a school.

**10.23** The Regional Centre may initiate transfers of teachers from one (1) school to another only after discussing such transfer with the teacher. If the Regional Centre transfers a teacher after such discussion, it will give in writing, reasons for the transfer if requested by the teacher

**10.24** (i) Transfers initiated by the Regional Centre shall not result in a teacher travelling more than fifty (50) kilometers from the teacher's original place of assignment.  
(ii) Notwithstanding (i), where there is no school within fifty (50) kilometers of the teacher's original place of assignment, the Regional Centre may transfer the teacher to a school beyond fifty (50) kilometers from the teacher's original place of assignment.

**10.25** Teachers who are subject to a Regional Centre Initiated Transfer shall receive reimbursement for travel based on the difference in distance between the teacher's home and the teacher's original place of assignment and the teacher's home and the teacher's new place of assignment if that difference is greater than fifteen (15) kilometers. Reimbursement for travel shall be paid for one (1) year calculated using the travel allowance as per Article 62 – Travel Allowance of the Teachers' Provincial Agreement.

**10.26** A teacher may enlist Article 13 – Grievance Resolution, if a Regional Centre Initiated Transfer results in a disagreement between the teacher and the Regional Centre over:

- (i) the inconvenience of the transfer; or
- (ii) the suitability of the teacher's new teaching assignment.