



The

CHECK IN

May 4, 2026

Issue 34

PRESIDENT'S MESSAGE:



Staffing season is expected to begin this month. As outlined in the staffing article in your Regional agreement, the HRCE is required to post a minimum of two rounds of job postings. Each round will include all known vacant positions at the time.

These postings will take place after schools have received their staffing allocations and after notices of assignment (NOAs) have been issued to permanent and probationary teachers.

The HRCE will share a memo with specific staffing timelines once they have been finalized.

Halifax County Local Standing Committees 2026-2027

The expression of interest form for members of Halifax County Local NSTU wishing to serve on one of the Local standing committees for the 2026-27 school year will **open on April 20th at 4pm** and **close on May 15th at 4pm**.

Committees include Nominating, Finance, Social Wellness, Equity & Reps, Economic Welfare & Resolutions, Communication and Professional Development. Please fill out the form using the following link:

<https://forms.gle/H3ycuWRuwDFVWJtD7>

NOTES: Current committee members must reapply for the upcoming year. It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominating Chair receives the form submission! Please keep the confirmation email you will receive as proof of submission. Any questions or concerns should be directed to Erica Ans (hfxconominations@nstu.ca)

IMPORTANT DATES

May 6 NSTU Travel Fellowship (Sponsored by Belair Direct Insurance) application due

NSTU Conference Grants application due

Local General Meeting

May 11-15 Education Week

May 11 Mi'kmaw Language Day (Culturally Significant Day) Schools *OPEN*

May 15 Black Excellence Day (Culturally Significant Day) Schools *OPEN*

May 16 Hfx Co Local Student Bursary Applications Close

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



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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.

To apply please click **HERE**



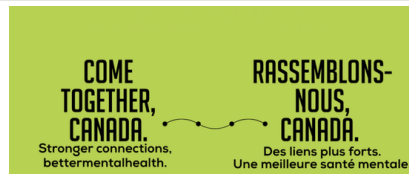
CONTACT 2026 is being hosted by the NSTU and will take place at the Old Orchard Inn, Wolfville NS, from August 4–7, 2026.

Application is now open! Apply at:
<https://forms.gle/rvZA4EU3n1UozHkC7>

Further CONTACT information can be found at:
<https://sites.google.com/view/contact2026intentionaleducator/home>

The Nominations Chair will randomly draw a conference attendee and an alternate and notify them. Halifax County Local will reimburse the conference attendee for travel, accommodations, and meal costs with receipts. Application deadline is **May 5/26 at 4 p.m.** Any questions about CONTACT, please email hfxconominations@nstu.ca or halifaxcountylocal@nstu.ca (the Local President).

Mental Health Week 2026



Across Canada, many people are feeling increasingly disconnected—from their communities, supports, and one another.

Mental Health Week is a national opportunity to pause, reflect, and open honest, accessible conversations about mental health grounded in lived experience. This year's theme, **Come Together, Canada**, calls on us to reconnect with the people and communities around us. When we come together, we are more supported, more resilient, and better able to thrive.

Strong social connections improve mental health, strengthen resilience, and foster belonging—helping people better cope with challenges and seek support when needed.

Additional Information **HERE**

Annual Council 2026

Annual Council 2026 took place this past weekend, from May 1 to May 3, 2026. This key annual gathering unites delegates from across our organization, including locals, regions, professional associations, and NSTU standing committees, to discuss priorities and help determine the future direction of our profession. Halifax County was represented by sixty (60) members serving in a variety of capacities, including voting delegates and alternate delegates, Provincial Executive members and NSTU Committee members. Over the course of the weekend, important discussions were held, diverse viewpoints were shared, and collective decisions were made that will help shape the work of our Union in the coming year.



Following another successful Council, I would like to offer sincere appreciation to everyone who contributed to its success.

Special thanks to Tina Broderick and the Economic Welfare Committee for their commitment to gathering, organizing, and preparing the County resolutions brought forward for consideration. Your efforts created the basis for thoughtful and productive discussion. Thank you as well to Erica Ans and the Nominating Committee for your outstanding work coordinating delegates, sharing information, and ensuring participants were fully prepared for Council.

Appreciation is also extended to Gale Doyle and the Social and Wellness Committee for the extra effort devoted to planning events before and after Council business. Your thoughtfulness helped ensure delegates felt welcomed and supported throughout the weekend. A special thank you to Jonathon Sproul for overseeing the audio and visual needs in the County suite all weekend, assisting the committee and for organizing an engaging trivia event. Your contributions helped everything run smoothly.

Shelley Rigby and the Reps and Equity Committee, thank you for your valued assistance in securing the space, arranging the meal, and helping ensure the Pre-Council meeting was a success. In addition, thank you to everyone who generously volunteered their time to assist with the many tasks throughout the weekend.

Thank you also to Nicole Wells and the exceptional NSTU team for once again providing a seamless and highly professional Council event.

Finally, heartfelt thanks to all delegates and attendees. Your time, energy, dedication, and passion in service to the NSTU are deeply appreciated. This important work would not be possible without your commitment.



Halifax Local Executive Elections 2026

The Nominating committee will open the following application forms on Monday, April 20th at 4pm and close on Friday, May 14th at 4pm.

Vice-President Communications - <https://forms.gle/8fB95PbPy3sKnty6>

Vice-President Nominating - <https://forms.gle/8pjjj9ssRkrbS2TZ8>

Vice-President Professional Development - <https://forms.gle/8EUnALhRV3uTVz2B6>

Vice-President Social Wellness - <https://forms.gle/BaDihb2Cbx1p3D1DA>

Applicants will receive an email from the Nominating chair soon after the close of nominations. Each applicant will be given the option to submit a photo and a 150-word informational statement that will be published in the weekly memo. Please keep an eye on your emails.

Local Executive elections will be held at the **June 3, 2026 2026 AGM.**

NOTES: It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominating Chair receives the form submission! Please keep the confirmation email you will receive as proof of submission. Any questions or concerns should be directed to Erica Ans (hfxconominations@nstu.ca)

NSTU Benefits at a glance...



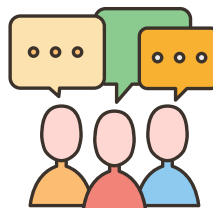
Osteopathy – *The link between the structures of the body and the way it functions!* Osteopathy is a way of detecting and treating inner parts of the body such as muscles, ligaments, nerves, and joints. It assists the body to function as a balanced and efficient system. Once balanced, the body will function with minimum wear and tear which enables it to have better function and more energy. Osteopathic practitioners use specialized skills to identify restrictions and tensions of the tissues in the body. Their specific techniques ease those restrictions which allows for normal physiology to continue.

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

For more information on the benefits and programs available under the NSTU Group Insurance Program, please visit the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/>.

General Meetings:

General Meetings are held at the Royal Canadian Legion located at 45 Sackville Cross Rd, Lower Sackville, NS B4C 2M2. **Arrival 5:30pm (dinner) for 6:00pm start.**



May 6

June 3

<https://halifaxcountylocal.com>





Three to Thrive

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

- Spend time with supportive people who lift you up
- Let go of what you can't control
- Compliment a student for creativity

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 Research Repository

The NSTU is in the process of establishing a repository of academic research in education, comprising the accomplished thesis work of our members.

Have you completed a thesis in educational research? Willing to share your results to inform members' practice and understanding of public education in Nova Scotia? We would like to celebrate and promote your good work through our repository of academic research in education by NSTU members.

Members should contact our Professional Learning department via appl@nstu.ca

Professional Learning

NSTU Research Repository

The belairdirect Scholarship Program

For many Canadian students, the jump from high school to post-secondary education is a thrilling transition into adulthood, but one that comes with new financial responsibilities.

At belairdirect they understand the challenges faced by students during their pursuit of higher education, and they are proud to offer scholarships to help them achieve their dreams.

This year, Belair Insurance Company Inc. ("belairdirect") is pleased to offer 50 scholarships worth \$1000.

To apply, the student must be:

- a resident of a province or territory of Canada;
- completing high school in 2026;
- have a minimum cumulative average of 80% over the last three terms of available marks, and
- enrolled in an undergraduate program on a full-time basis for the 2026-2027 academic year at a recognized publicly funded Canadian post-secondary institution or CEGEP (if living in the province of Quebec).



Additional information **HERE**



Halifax County Social Gathering

FRIDAY, MAY 15
3:45 - 6:00pm

Lefty's Restaurant & Lounge
Tantallon, NS

JOIN US FOR A BEVERAGE & APPETIZER BUFFET

[CLICK HERE](#)
TO REGISTER!

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Placement of Teachers

10.14 (a) Following the meeting pursuant to Article 10.11, all vacancies and term positions which are or that become available shall be filled as one (1) year only positions by the Regional Centre in the order and manner below provided the teacher is qualified for the position.

However, if a term teacher pursuant to Article 10.14 (a) accepts a position that was available as a permanent vacancy in the final round of postings and at the meeting pursuant to Article 10.11, the Regional Centre may offer that term teacher a probationary contract, and the position shall be considered to be filled on a permanent basis provided the teaching assignment does not substantially change for the ensuing school year.

- (i) permanent and probationary teachers on the re-employment list pursuant to Article 11.05 (iii), Seniority and Reduction;
- (ii) teachers who have at least two (2) full time one hundred percent (100%) term contracts of one hundred seventy-five (175) days or more in consecutive years of service with the Regional Centre in the immediately preceding school years ("Term II" Teachers). Teachers shall be offered positions in accordance with the list established pursuant to Article 11.01 (ii) Seniority and Reduction.
- (iii) term contract teachers ("Aggregate Term" Teachers):
 - (a) who have service in consecutive school years with the Regional Centre;
 - (b) whose total term contract service has been for a minimum of forty-eight (48) days in each of those consecutive school years, and
 - (c) whose aggregate of term contract service is at least three hundred and ninety (390) days taught and claimed. (d) Notwithstanding 10.14 (a) (iii) (b), teachers who have achieved aggregate status need only a minimum of one term day in subsequent school years to maintain said status.Teachers shall be offered positions in accordance with the list established pursuant to Article 11.01 (ii) Seniority and Reduction.
- (iv) Term contract teachers hired pursuant to the employment equity process in Article 10.18. Such teachers shall be ordered based on length of consecutive service with the Regional Centre, and thereafter based on professional number in reverse order.
- (v) Teachers pursuant to (a)(ii), (a)(iii), and (a)(iv) shall be offered positions subject to the following:
 - (a) If there are no one hundred percent (100%) positions for which the teacher is qualified and the teacher accepts a less than one hundred percent (100%) position (a "percentage position"), then the teacher has no further rights under Article 10.14.
 - (b) If there are no one hundred percent (100%) positions for which the teacher is qualified and the teacher does not accept a less than one hundred percent (100%) position (a "percentage position"), then the teacher maintains their priority based on their hire date for the purposes of placement pursuant to Article 10.14.

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

(c) If there is a one hundred percent (100%) position available for which the teacher is qualified and the teacher refuses such a position, then the teacher has no further rights under Article 10.14.

(d) Notwithstanding (c) above, the Employer may, due to the exceptional personal circumstances of the teacher, allow a teacher to reject a one hundred percent (100%) position for which they are qualified and still maintain their priority based on their hire date for further positions in accordance with Article 10.14. Any teacher who received such authorization must apply for further one hundred percent (100%) positions for which they are qualified that become available.

(vi) (a) Until October 15, teachers who had a term contract in the previous year who do not meet the above criteria ("Term Contract" Teachers).

(b) Until October 15 of the ensuing school year, substitute teachers who teach and claim one hundred seventy-five (175) days or more to take the place of the same regular teacher.

(vii) Early hires hired by way of a term contract.

(b) Term teachers and substitute teachers identified in Article 10.14 (a) (vi) shall require a positive written recommendation from the appropriate supervisor along with a satisfactory evaluation for the year in order to be placed on the term rehire list. The recommendation and evaluation shall be provided to the term or substitute teacher on or before seven (7) days from the end of the term contract or the last teaching day in June or period of employment for substitute teacher. Where no recommendation or evaluation is provided for a term teacher or substitute the teacher shall automatically be placed on the term rehire list for the ensuing school year. A term teacher or substitute teacher who is not recommended for placement on the rehire list and who receives an unsatisfactory evaluation may challenge the decision using the grievance process.

(c) For the purposes of Article 10.14, where a teacher has two (2) or more one hundred percent (100%) term contracts in the same academic school year with the Regional Centre and where the aggregate service is a minimum of one hundred seventy-five (175) days and where the teacher has satisfactory evaluations, the teacher shall be deemed to have accumulated one (1) full time term service with the Regional Centre for the purposes of calculating the requirements under Article 10.14 (ii).



Halifax County Local NSTU



@HalifaxCounty



@HalifaxCounty.bsky.social



HalifaxCountyLocal.com

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)**

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.



Travel Fellowship (sponsored by Belairdirect)

Belairdirect sponsors these Travel Fellowships in the amount of three-thousand dollars (\$3,000) in order to provide support to Members engaged in educational travel. In order to assist the greatest number of Members, individual Fellowships will be limited to five-hundred dollars (\$500). Eligible travel period is generally over the summer break for members; however, exceptions can be made for Members assigned to work during that period.

Application form - [English](#)
Application form - [French](#)

belairdirect.
car and home insurance

Applications must be received at the NSTU Central Office by 4:00 p.m. on the first Wednesday in May.

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 27TH 2026

DELTA HOTELS
DARTMOUTH
240 Brownlowe Avenue

MORE DETAILS
AND SIGN UP
COMING SOON



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.