

PRESIDENT'S MESSAGE:



NSTU Conference Day is just around the corner. Our Professional Associations have once again put together an amazing lineup of member-led learning opportunities happening all across the province.

This day is always such a great day to share ideas, discover new approaches, and connect with colleagues who care deeply about teaching and learning. The sessions this year promise to spark fresh inspiration and help us keep growing in our work with students.

Wishing everyone a wonderful Conference Day filled with learning, engagement, and connection!

Show Your Support for Alberta Teachers

Teachers in Alberta are taking a stand for smaller class sizes, better supports for students, and stronger public education. Currently, they are on strike with no resolution in sight. They need solidarity from teachers in Nova Scotia and across Canada.

One way you can help is by amplifying their message online, which is why I encourage you and all members to share and engage with the Alberta Teachers' Association's campaign at stoptheexcuses.ca. You can also follow them on social media at:

- X (Twitter): [@albertateachers](https://twitter.com/albertateachers)
- Instagram: [@abteachers](https://www.instagram.com/abteachers)
- Bluesky: [@albertateachers.bsky.social](https://bsky.app/profile/albertateachers.bsky.social)
- Facebook: [Alberta Teachers' Association](https://www.facebook.com/AlbertaTeachersAssociation)

When posting, please use the hashtag #OurKidsCantWaitAB and #StopTheExcuses to show your support. Together, we can help ensure Alberta's teachers and students get the resources they deserve.

Thank you,
Peter Day

IMPORTANT DATES

Oct 22 General Meeting

Oct 24 NSTU (Professional Associations) Conference Day

Oct 29 Teacher or School Initiated Inservice Promotion Grant application deadline

Article 60 Conference Grant application due

Oct 31 Halifax County Local Conference Fund/ Local Reserve Conference Fund application deadline

Article 60 PD (Course) Grant application deadline

“

Education is the foundation for empowerment and change

~ Pamela Palmater

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Total Care - Medical

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer pays 100% for all active members for both Single and Family coverage. For new members, this benefit is not automatic. Coverage becomes effective the first of the month following receipt of your application.

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)

Questions?

Please call belairdirect Agency Inc at **453-9543/1-800-453-9543** (toll-free).

email: insurance@nstu.ca/GroupBenefitsNS@belairdirect.com.
www.belairdirect.com/nstu

Oct. 20, 2025

Issue 8



Important Notice: Mail Strike and Cheque Distribution

Due to the ongoing Canada Post rotating mail strike, we will not be mailing out cheques at this time. Members can make arrangements to **pick up cheques at the Local office** or **receive them at the next Local meeting on October 22nd**.

To arrange pickup or for more information, please contact:

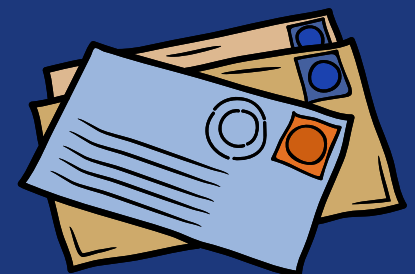
✉ **Desiree Daniele** –

halifaxcountylocal@nstu.ca

✉ **Paul Murphy** –

halifaxcountylocaltreasurer@nstu.ca

Thank you for your understanding and cooperation.



<https://nstu.ca>

Local PD Opportunities for October

Halifax County Local Cash for Classrooms is now CLOSED

Within 48 hours, over 500 applicants filled out the form released Friday. The PD Committee must review all applicants and members are reminded NOT to purchase any materials until they receive an approval email.

October Conference Day Receipts are due electronically by **November 14th at 4pm** via HRCE Sharepoint. **Each member** is responsible to submit their own receipts. Most conferences email receipts to members after attendance.

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

KNOW YOUR CONTRACT(S)

Teachers' Provincial Agreement (TPA)

Respectful Workplace and Learning Environment

6.01 Neither the Employer nor Education Entity nor any person acting on behalf of the Employer or Education Entity shall refuse to employ or to continue to employ any teacher or otherwise discriminate against any teacher in regard to employment or any term or condition of employment because the teacher is or was a member of the Union or is or was exercising any right under this Agreement, or Local Agreement, or the Teachers' Collective Bargaining Act.

6.02 Neither the Employer nor Education Entity nor any person acting on behalf of the Employer or Education Entity shall seek by intimidation, by threat of dismissal, or any other kind of threat, by the imposition of a pecuniary or other penalty or by any other means to compel a teacher to refrain from exercising any right under this Agreement, or Local Agreement, or the Teachers' Collective Bargaining Act.

6.03 Neither the Employer nor Education Entity nor any person acting on behalf of the Employer or Education Entity shall discriminate against any teacher on the basis of the prohibited grounds as set out under the Nova Scotia Human Rights Act.

6.04 A teacher's level of teaching certificate or place of residence shall not be just cause for discharge, termination of contract, or phase-out pursuant to 20.05 (ii) (b) of Article 20 Tenure.

6.05 The Union and the Employer recognize the responsibility of Education Entity to establish a policy for the protection of teachers from harassment and abuse pursuant to the Education Act.

Halifax Regional Representative Council (HRRC)

Economic Welfare Virtual Sessions



Retirement Income

November 6, 2025 @ 6 pm
Presenter: Wally Fiander, NSTU



Pregnancy, adoption, and parental leave

November 13, 2025 @ 6 pm
Presenter: Tim MacLeod, NSTU

Introducing New Members to the NSTU

November 25, 2025 @ 6 pm
Presenter: Tim MacLeod, NSTU



Contracts and the hiring process

December 9, 2025 @ 6 pm
Presenter: Tim MacLeod, NSTU



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.

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

The NSTU needs input from the widest-possible cross section of its members in order 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

Substitute Committee – One Vacancy: 1 year term replacement (2026)

**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.*

You may apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<https://conf.nstu.ca/ConferenceRegistrations/Index/1338>

The Nominating Committee will be accepting applications until 4:30 p.m. on Wednesday, November 26, 2025.



Three to Thrive

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



Notice your favorite detail in your classroom or learning space



Write down a small goal for tomorrow



Declutter your space for 5 minutes

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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Tim MacLeod
NSTU Executive Staff Officer
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E: tmacleod@staff.nstu.ca

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 is 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.



Professional Learning

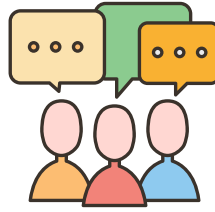
Members should contact
our Professional Learning
department via
appl@nstu.ca



NSTU
Research Repository

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.**



October 22	November 26	March 4	May 6
	January 21	April 8	June 3

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 still be brought before the membership at the General Meeting.

Early Retirement Incentive Program

Retiring teachers should contact Local NSTU Executive Staff Officers Tim MacLeod or Wally Fiander for details. The ERIP is outlined in Article 38 and Appendix A of the Teachers' Provincial Agreement (TPA), which explains the application process, conditions, and other key information - **Applications due by December 31, 2025.**

Optional Insurance Benefits available to all members

There are a number of optional benefits available to Public School Members, PSAANS and APSEA Members that can be purchased through payroll deduction, including:

- optional group life/spousal life insurance
- voluntary accidental death & dismemberment (AD&D)
- NSED travel insurance
- NSED trip cancellation / interruption insurance
- voluntary critical illness insurance • home/auto insurance.

These coverages are 100% paid by the member and are offered at competitive premium rates. Details on these programs are contained within the Group Insurance Profile via the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/members/active>

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FEEL LIKE A CHANGE?



Secondments at the Nova Scotia Teachers Union

The Nova Scotia Teachers Union is updating its resource file of active members interested in short-term secondment to NSTU staff.

Seconded staff supplement the work of permanent Union staff, and increase staff available when the demand exceeds the capacity of the organization.

Individuals may be seconded to provide a service or program over a period of weeks, to serve as a resource person or liaison with a Union committee or group or to initiate and/or implement a specific program, project or task. Secondments may be in member services, professional services, public relations, public affairs or organizational support.

Active members interested in being listed in the resource file are requested to print and fill out an application form available on-line by:

- ENTERING THE NSTU WEBSITE
- SELECT "STAFF"
- SELECTING "SECONDMENTS" FROM THE MENU ON THE LEFT-HAND SIDE

Information forms will be retained in the resource file for a period of one year.



Halifax County Local NSTU



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@HalifaxCounty.bsky.social



HalifaxCountyLocal.com

Deals & Discounts