

PRESIDENT'S MESSAGE:



As we enter the last full week of September, we pause to reflect on its meaning. This week, we honor Orange Shirt Day and remember the survivors of residential schools.

We also acknowledge the past and commit to learning, listening, and reconciliation.

Local Service Awards

We recently had the pleasure of celebrating the Local Service Awards, an annual recognition of the outstanding contributions made by NSTU members who demonstrate exceptional leadership and service at the Local level. These awards highlight the dedication, commitment, and spirit of volunteerism that strengthen our union and support our members.



This year, we are proud to congratulate Peter Myatt, who received the Halifax County Local Service Award. Peter's leadership and service have had a meaningful impact on our Local, and this recognition is a testament to Peter's commitment to supporting colleagues and advancing the work of the NSTU.



IMPORTANT DATES

Sept 24 Teacher or School Initiated Inservice Promotion Grant application due

Article 60 Conference Grant application due

General Meeting

Sept 26 Hfx Co Local Conference Fund/ Local Reserve Conference Fund application due

Orange Shirt Day 

Sept 29 Professional Development Day - *no classes all schools*

Sept. 30 National Day for Truth and Reconciliation

“ Together, Canadians must do more than just talk about reconciliation; we must learn how to practise reconciliation in our everyday lives ... we must remain committed to the ongoing work of establishing and maintaining respectful relationships
~ Truth and Reconciliation Commission of Canada ”

National Day for Truth and Reconciliation

Sept 22, 2025

Issue 4



Local Treasurer By-Election

There will be a by-election for the interim position of Treasurer at the first Local General meeting on September 24th. The interim position will be until July 31st, 2027. You can find the duties of the treasurer at this link:

<https://immediac.blob.core.windows.net/nstuhfxcounty/pdf/2018-Treasurer.pdf>

During the election item on the agenda, nominations will be taken from the floor. Each candidate will then be allowed a 5-minute speech. The election will take place at the end of the speeches.

Campaigning or publicity cannot happen prior to the close of nominations, as per Halifax County's Operational Procedures, so candidates will not be permitted to distribute any campaign materials.

Deals & Discounts

On September 30, we recognize the National Day for Truth and Reconciliation, a time to reflect on the history and lasting impacts of residential schools in Canada. This day honours the children who never returned home, Survivors, and their families, while reminding us of our shared responsibility to learn, remember, and support the ongoing process of reconciliation. By listening, acknowledging truths, and taking action, we help build a more just and respectful future together.



This year, HRCE will observe Orange Shirt Day on Friday, September 26. Wearing orange is a way to show support and remind one another that every child matters.



Asking Package Submission Request

If you have any ideas which could improve teacher work, or if you think there are things which should be changed in your provincial agreement, please submit your ideas to the Committee through email at askingpackage@nstu.ca.

Submissions to be considered in the upcoming round of negotiations should be submitted prior to October 15, 2025.

HFX County Local Bursary Reminder

Students who received a HFX County Local bursary in June: don't forget to submit your Confirmation of Enrollment (COE) by **Friday, September 26th!**

Parents/guardians, please give your child a friendly nudge to **email their COE to our treasurer.**

Questions? Reach out anytime at halifaxcountylocaltreasurer@nstu.ca

<https://nstu.ca>

Class Cap Compliance Guidelines abr.

Definitions:

Soft cap is defined as the stated cap.

Hard cap is defined as the stated cap + 2 students.

What are the Class Size Guidelines?

Grades Primary to 2 - soft cap: 20 students, hard cap: up to 22 students*

Grades 3 to 6 - soft cap: 25 students, hard cap: up to 27 students*

Grades 7 to 9 - soft cap: 28 students, hard cap: up to 30 students**

Grades 10 to 12 - soft cap: 30 students, hard cap: up to 32 students**

*Creating combined classes or multi-age groupings are appropriate to meet this cap

**Creating combined classes may be appropriate to meet this cap.

Combined classes have multiple grade levels in one room. The cap for a combined class shall be the cap for the lowest grade level. Class caps are applicable to all classes, at the applicable level, in all education entities.

Hard cap **may be exceeded** in the following circumstances:

School capacity: When, in order to meet the class size cap, the creation of an additional class or classes is necessary and the school does not have the space to accommodate the additional class(es), the class cap shall not apply.

Exceptional circumstances: The class size cap can be exceeded in exceptional circumstances in order to accommodate issues of class configuration or class composition.

Procedures when exceeding hard cap:

1. Principal reviews school's situation and rationale with the affected teachers following review with their immediate supervisor.
2. If there is agreement with the group of affected teachers, the principal will review the situation and rationale with the School Advisory Council (or recognized equivalent).
3. If there is not agreement with the group of affected teachers, the principal contacts their immediate supervisor to discuss ways in which classes do not exceed the hard cap.

Schools work diligently to meet cap guidelines by September

Sept 22, 2025

Issue 4

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 **October 1, 2025** February 1, 2026 and April 1, 2026.

Application:

English and French

Membership Registry

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.

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Registry cont...

Membership figures are pulled from the Registry on the **first Monday in December** and the **last Monday in March** each year. 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 each of 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



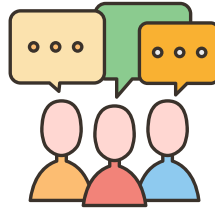
Trouble Accessing Your NSTU Account?

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.

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.**



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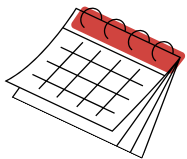
September 24	November 26	March 4	May 6
October 22	January 21	April 8	June 3

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.

Calendars and Agendas



Calendars and agendas will be available to take with you at the General Meeting on Sept. 24th. Please bring a reusable bag(s) as there will be other items to bring back to your school.

Do you have new NSTU members at your site? Knowing how many there are at your site will be helpful so you can pick up a little Welcome to the NSTU gift for each.

NEW!

Attendance at the September, October, and November General Meetings will be used as part of the criteria for selecting Halifax County delegates to Annual Council 2026.

The deadline for Dental Plan enrollment for the year is October 15th. Additionally, any new teachers hired after October 1st have 31 days to enroll. Those who were enrolled last year will be automatically renewed.



Halifax County Local NSTU



@HalifaxCounty



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Local PD Opportunities for September

Halifax County Local C.D.A.F. (Curriculum Development Assistance Fund)

Amount: 10 projects up to \$750 each

This fund was initiated to financially support Halifax County teachers to develop long term project ideas that align with grade/teaching assignment. These projects must be self-sustaining and contain non-consumables. As a result of this support, students benefit from enhanced learning experiences. Once per year.

Eligibility: Must be a permanent, probationary or term teacher of the Halifax County Local only.

Deadline: October 3rd at 4pm

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

Halifax County Local Cash for Classrooms

Amount: 500 applicants up to \$100 each

For Halifax County members to purchase items to improve some aspect of their teaching and their profession. Once per year as long as the budget has the funds.

Eligibility: Must be a permanent, probationary or term teacher of the Halifax County Local only.

Cannot have received the CDAF in the same school year. First come, first serve basis. **MUST be pre-approved.**

Deadline: Opens Friday, October 17th and closes when the limit of 500 applications is reached



New to the NSTU?

Take a minute to fill out your NSTU member registration form—it keeps you connected, ensures access professional support and programs, and the latest updates.

Make the most of your membership—complete your [form](#) today!



We NEED Your Help!!!

Many Halifax County members still need to update their preferred non-employer email in the NSTU Member Registry. This is how you'll get key updates on negotiations, grants, bursaries, meetings & more!



Update here:

 <https://nstu.ca/the-nstu/communications/nstu-account>

(No HRCE, gnspses, or sepnes emails please!)

Keep Connected: Update Your E-mail today!

KNOW YOUR CONTRACT(S)

Regional Agreement (HRCE)

BEREAVEMENT/SPECIAL LEAVES




4.01 Teachers shall be entitled to temporary Leave of Absence for a maximum of five (5) days with pay for each death, in the teacher's immediate family or the immediate family of the teacher's spouse, or other legal dependents. "Immediate family" shall include grandparents, parents, husband or wife brothers, sisters, children, grandchildren, co-habiting partner in a recognized relationship and common-law spouse. The Regional Centre may grant up to two (2) additional days for travel.

Where the interment or memorial service is scheduled on a date not adjacent to the approved leave pursuant to Article 4.01, one (1) day from the total approved leave days in Article 4.01 may be taken on the date of the interment or memorial service.



Three to Thrive

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

-  Step away from technology for 5 minutes
-  Take a moment to reflect on something that made you happy today
-  Take a short stretch break between lessons

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.

KNOW YOUR CONTRACT(S)

Teachers' Provincial Agreement (TPA)

EXTRA CURRICULAR ACTIVITIES

24.01 While the parties consider it desirable that teachers participate in extracurricular activities, it is recognized by the parties bound by this Agreement that any involvement, such as participation, supervision, administration, direction, coaching, by a teacher in extracurricular activities shall be on a voluntary basis.

WHO HELPED SHARPEN YOUR SMILE THIS BACK-TO-SCHOOL SEASON?



- **Recognize a colleague** and tell us how they made you smile
- **Fill out the Google Form** Deadlines: Friday September 26, October 3, October 10, October 17 at 4:00pm
- **Win prizes** If your nomination is drawn both you and your colleague win a gift card

Nominees will receive a message with what their colleagues said about them!

BACK THIS YEAR!

Entries for all give aways will be entered into a final grand prize draw in June.



**Must be a member of
Halifax County Local**



Student Mental Health and Wellness Grant

Frequently Asked Questions



The NSTU Group Insurance Trustees, with support from belairdirect, have established a grant for members to support innovative initiatives that promote the mental health and well-being of students in the schools across Nova Scotia.

Q: What is the purpose of the Student Mental Health and Wellness Grant?

A: The NSTU Group Insurance Trustees will fund projects that support and promote the mental health and well-being of children and youth in the schools across the province. This could consist of programs in classrooms, schools, or communities. The ultimate goal is to help our students in coping with the pressures of growing up in today's world.

Q: Who is eligible to apply for the Student Mental Health and Wellness Grant?

A: To be eligible, the individual must have a permanent, probationary, or term contract and be a member of the NSTU or PSAANS at the time of application.

Q: How do I apply for the grant?

A: You can apply for the grant by going to the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/grants/student-mental-health-and-wellness-grant/> and clicking the application link. The NSTU Group Insurance Trustees will be awarding up to six (6) grants valued at up to \$600 once per year. The criteria will include the purpose addressed, project description, number of students benefiting, and evaluation of impact on students. **Please be advised that not all applications will be awarded grants and incomplete applications will not be considered.**

Q: What is the deadline to apply for the Student Mental Health and Wellness Grant?

A: Applications must be submitted on/or before **11:59pm on October 15th**. Completed projects are due no later than May 31st.

For more information on the Student Mental Health and Wellness Grant or any of the benefits and programs available under the NSTU Group Insurance Program, please visit the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/>.