

Si vous vous intéressez assister à cette conférence, contactez la Presidente de CSANE ou l'Association des Enseignants Acadiens en avance du 25 avril, 2025.

NBTA

Application for CONTACT 2025: Voices of the World at the University of New Brunswick in Saint John, NB, from August 5-8 is now open! Apply at:

August 5-8

https://docs.google.com/forms/d/e/1FAIpQLSe9QS6D6ixIvEDrBN Xz66pd_j2psYWruWHTMNMiYj7K9fPEPg/viewform

Further CONTACT information can be found at: <u>https://sites.google.com/view/contact2025/home</u>

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 Tuesday, April 29, at 4 p.m. Any questions about CONTACT, please email <u>hfxconominations@nstu.ca</u> or <u>halifaxcountylocal@nstu.ca</u> (the Local President).

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IMPORTANT DATES

Apr 16	Local Executive and committee applications open		
Apr 18	Good Friday - no classes		
Apr 21	Easter Monday - no classes		
Apr 23	Pre-Annual Council Meeting		
Apr 30	Elementary/ Middle/Junior High Professional Development - no classes		
	High School Progress Conference/Teacher Professional Practice Day - <i>no classes</i>		

"I don't need an inspirational quote. I just need chocolate" ~ Unknown

66

https://halifaxcountylocal.com/

Term Teacher



What: Ask questions regarding the various levels of contract, status, and the benefits associated with them. - Facilitated by NSTU Executive Staff Officer Wally Fiander

Who: Members from Halifax County, Halifax City and Dartmouth Locals are welcome to join us on Zoom.

When/Where: Tuesday April 29 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at **tdmacdonald@nstu.ca** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.

PROVINCIAL EXECUTIVE MEMBER ELECTION

As of the close of nominations for Regional Provincial Executive elections there were three names submitted for the Halifax County Region. The question that will appear on the ballot on Wednesday, April 16, 2025, will be:

Please pick your choice for Provincial Executive Member for the Halifax County Regional election (term starting August 1, 2025):

- Angela Ewing
- Dionne Reid
- Jessica Wells



Polls will be open from 6:00 a.m. to 8:00 p.m. on election day - **Wednesday, April 16, 2025. Please vote!** . Thank you to all three candidates for putting your names forward and for your commitment to serving our members.

Reminder to site Reps:

If you require any additional voting cards please reach out to Duncan Cameron, REO, at <u>duncancameron@nstu.ca</u> for the upcoming PE member election, if you have not done so already. **April 14, 2025** Issue 30

Halifax County Local Bursary Application 2025

The deadline for applications is Friday, May 16th, 2025. If you have any questions feel free to email our treasurer Crystal Patterson at hfxcofinance@nstu.ca

Please pass the Google Form link on to your child to apply.

https://forms.gle/ALJa8WZja6SQTm bu9

Pensions 101

Facilitated by NSTU Executive Staff Officer Paul Boudreau

Who: Members from Halifax County, Halifax City and Dartmouth Locals are welcome to join us on Zoom.

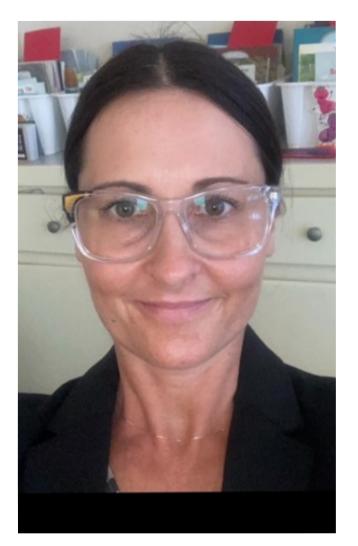
When/Where: Tuesday May 6 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at tdmacdonald@nstu.ca and please specify the session title of the session.

Registered members will be emailed the Zoom link the day of the session.



https://nstu.ca



Your concerns are concerns.

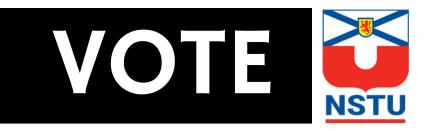


VOTE ANGELA EWING

04.16.2025



Ready to represent County Halifax County 🖂 aewing@nstu.ca



Angela Ewing

for Provincial Executive

EXPERIENCE & **ABILITY**



Halifax County Teacher

An elementary teacher of almost 25 years - I share many of the same experiences and concerns of specialists, fellow teachers and union colleagues.



Halifax County Rep

As a school rep for many years, I understand the integral role that our reps and alternates serve and the need for their voices to be heard and shared, especially at the provincial level.



04

Nominations Committee

While participating on the Nominating Committee for 3 years I gained an understanding of the governance of both our local and the NSTU.



Completing my 4th year as our local secretary I have actively participated in making decisions to support our members. Additionally, I have activiely shared ideas and voiced concerns.

DIONNE REID

FOR

PROVINCIAL Executive

COMMITMENT TO ISSUES

WORKPLACE VIOLENCE TEACHER WORKLOAD SHORTAGE OF TEACHERS AND SUBSTITUTES

PERSONAL INFORMATION

18 YEARS TEACHING HIGH SCHOOL IN NOVA SCOTIA 4 YEARS TEACHING ELEMENTARY IN NUNAVUT MOM TO ONE DAUGHTER (11) NSISP HOST FAMILY SINCE 2017

HALIFAX COUNTY LOCAL NSTU

EXPERIENCE

SCHOOL REP: VARIOUS YEARS SINCE 2008 SOCIAL WELLNESS COMMITTEE: 2020-2023 ECONOMIC WELFARE COMMITTEE: 2024-PRESENT REP TRAINING ATTENDEE: 2021

PROVINCIAL NSTU EXPERIENCE

BUSINESS EDUCATORS TEACHERS ASSOCIATION (BETA) MAL 2019, TREASURER 2020-PRESENT PROFESSIONAL ASSOCIATION COORDINATING COMMITTEE 2023- PRESENT TEACHERS PENSION PLAN TRUSTEE: 2020-PRESENT (CHAIR: GOVERNANCE AND MEMBERS SERVICES COMMITTEE) NSTU APPOINTEE: NS PENSION BOARD OF DIRECTORS 2022- PRESENT ANNUAL COUNCIL DELEGATE OR ALTERNATE 2020,2021,2022,2024

CONTACT:

PLEASE CONTACT ME VIA EMAIL, TEXT OR PHONE WITH QUESTIONS OR TO VOICE CONCERNS EMAIL: DIONNE@NSTU.CA PHONE: 902 209-0504





Message from the Nominating Committee:

The Nominating Committee will open the following forms on Wednesday, April 16, 2025:

Local Executive Nominations:

1st VP/Economic Welfare & Resolutions:

https://docs.google.com/forms/d/e/1FAIpQLScWPSz9ytCs0HD7NSXcxJfycXteR2uNhmj2Hgzfcc0ZtpQi BQ/closedform

VP - Communications (interim):

https://docs.google.com/forms/d/e/IFAIpQLSd5yfzd4ZM_Q-hiBiCqasDAW2Yu-sBC-8LAjsp0Uxr1ZOyz9A/closedform

Secretary

https://docs.google.com/forms/d/e/IFAIpQLScoHNnUtmAQc9rmaxBa_4i-115ec1CguGL9M5SELkySPXpRAA/closedform

Member-at-Large:

https://docs.google.com/forms/d/e/IFAIpQLSfa-2YHaUp9WA6XX23hGnFkDM2ucM5disgOANJ4FJaoCc-OQ/closedform

<u> VP - Finance (Treasurer):</u>

https://docs.google.com/forms/d/e/1FAIpQLSdxAOc6HFoSsAfe6HNDUhEhXx1YvA1BB_tafMN_Jpc5b_yy Ew/closedform

VP - Equity & Reps:

https://docs.google.com/forms/d/e/1FAIpQLSeV9-X5KobVRuMddWWABexeaSBXnBNHsnfV9hMhDuV9pCs27w/closedform

VP - Nominations (interim):

https://docs.google.com/forms/d/e/IFAIpQLSeCRI1yD2UR0oYz98hHKMUbOrq8UISWfvdp07hAd2nhpx xG0Q/closedform

Standing Committee Applications:

https://docs.google.com/forms/d/e/IFAIpQLSdpObqEqRiYDUENUu6e6oWTB9wFrd_drh4Opt6SNIzkuo JuAA/closedform

NOTE: CURRENT COMMITTEE MUST RE-APPLY EACH YEAR TO BE CONSIDERED FOR COMMITTEES FOR THE NEXT YEAR!

All nominations & committee application forms will close on Friday, May 16 @ 4pm. Local Executive elections will be held at the June 4 AGM. Next year's committee will be announced at the AGM as well.

NOTE: It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominations Chair receives the form submission! Any questions or concerns should be directed to Jason Jennings (<u>hfxconominations@nstu.ca</u>)

Staffing and Teacher Status



HRCE, in collaboration with the Halifax Region Local Presidents (Halifax County, Halifax City, and Dartmouth), will be hosting a session on **Staffing and Teacher Status for Substitute, Term, Term II and Aggregate teachers** on **April 16, 2025**.

This session will cover topics such as teacher status, factors that affect status, how to apply for positions, and key contacts etc. The session will be one hour in length and will include an opportunity for questions.

The Teams link has been sent to your HRCE email





Semaine de l'éducation du 11 au 17 mai, 2025 Construire l'avenir: l'innovation en éducation

Education Week 2025's theme is Empowering Futures: Innovation in Education.

This year's week salutes educators, school staff, and partners who embrace innovation in meeting the evolving needs of students in preparing them for a rapidly changing future. Educational innovation is key in preparing students for the complexities of today's society. Integrating inclusive practices, global viewpoints, and technology helps to stimulate creativity, critical thinking, and collaboration in building dynamic learning environments that encourage students to become active participants in their education and in their community

We are proud to celebrate **Alicia Hennessey** as the Halifax County recipient of the 2025 Education Week Award!

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NSTU Benefits at a glance...

Member Assistance Program (MAP) changes effective May 1, 2025

- Carepath Mental Health program is being discontinued
- Carepath Elder care program is being discontinued
- Carepath Chronic Disease program will continue to be offered to all members, active and retired, with no changes
- Employee and Family Assistance program (EFAP) is available to all members, active and retired

What does this mean for you?

Members can continue accessing the Carepath Elder Care and Mental Health programs up to April 30, 2025. Members who are currently accessing Carepath's Mental Health program, including counselling, will be able to continue with their current case worker/counsellor until case closure. Effective May 1, 2025, any further support should be sought from and will be provided by the Homewood Pathfinder EFAP.

For more information, please see the Changes to Carepath and the Employee and Family Assistance Program (EFAP) letter that was mailed to members recently or call 1-800-955-NSTU(6788), toll free, 24 hours, seven days a week.

https://www.homeweb.ca

Federal Election

Dear members,

The NSTU is a non-partisan union; however, we encourage all members to engage in the political process. As educational leaders, you have a valuable role to play in your communities and in the electoral system.

While provincial governments are responsible for the management of our public education system, the federal government does provide funding for targeted initiatives inside our schools, such as the universal lunch program, and many decisions made in Ottawa have a direct impact on you and your students.

With the federal election in full swing, please do not hesitate to volunteer on a campaign, display a sign on your lawn, donate to a party or candidate, or share election related posts on social media.

Similarly, the Canadian Teachers' Federation (CTF/FCE) is calling on every political party and leader to prioritize children and youth by committing to the following:

- Continue funding and expanding the National School Food Program to ensure universal access to healthy, nutritious food for all children living in Canada, so no child goes hungry.
- Sustain investments in the Canada Child Benefit to provide financial support to families who need it most.
- Allocate dedicated funding for mental health services under the Canada Mental Health Transfer to address the significant backlog of mental health supports available for students, parents, and teachers.
- Take decisive action on climate change to foster a cleaner economy. This includes applying "green strings" to all federal funding to protect future generations, increasing funding for green infrastructure, and investing in renewable energy and training.

To help teachers encourage others to vote for our children and our future this election CTF has created on on-line toolkit. Please visit this link <u>https://www.ctf-fce.ca/take-</u> <u>action/canadas-future</u>

- On behalf of NSTU staff (sent via email April 4/25)

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NSTU Seniority Lists

Seniority lists were posted on SharePoint (<u>HRCE Staff Portal</u>) on April 1, 2025, in accordance with Article 11.01 of the <u>Regional</u> <u>Agreement</u>.

It is very important that you review your information carefully to ensure its accuracy. If you identify any discrepancy in your status, please contact myself to discuss as any challenge or revision must made be no later than 30 days following the posting of the lists.

March email contest winners

The NSTU held its first Email Contest draw on March 28th. It was broadcast on Facebook Live and you can watch it again <u>here</u>.

To be entered in the next draw for 25 Sobeys gift cards valued at \$50 each you must update your NSTU membership profile with your preferred (non @nstu and nonemployer) email address. The sooner you update your information, the more chances you'll have to win.

Congratulations to the three Halifax County Winners!!!

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Postings 10.04

10.04 (i) The Regional Centre may fill up to thirty-eight (38) vacant positions each year in order to:

(a) address the requirements of high needs schools, defined as schools serving a student population where a predominant number of families are at the lower end of the socioeconomic scale, as determined by the level of income below the poverty level, and the unemployment rate;

(b) fill positions in historically hard to staff schools, defined as schools that experience a significant turnover of staff as a result of permanent and probationary teachers leaving the school through the posting process. As a minimum, a significant turnover of staff would be more than a twenty five percent (25%) turnover of staff for at least two (2) years consecutively; however, the parties may agree to include small schools with less than a twenty-five percent (25%) turnover rate;

(c) fill positions in rural schools, defined as schools belonging to the Marine Drive, Eastern Shore Consolidated, and Musquodoboit Rural High Families of Schools;

(d) provide appropriate diversity to a school for groups identified as including, but not limited to, African Nova Scotians or persons of African ancestry, members of other racially visible groups, Mi'kmaq/Indigenous ancestry, persons with disabilities, women in nontraditional roles, and persons belonging to sexual orientation, gender expression and/or gender identity groups.

- (ii) Prior to posting positions designated pursuant to Article 10.04 (i), the Regional Centre shall provide a list of said postings to the Union two (2) working days in advance. Upon request, the Regional Centre shall provide the Union the information to support the designation of a school or position in Article 10.04 (i).
- (iii) The Regional Centre shall fill the positions identified in Article 10.04 (i) during the rounds of permanent postings on a voluntary basis from teachers who are employed by way of a permanent or probationary contract and from teachers who have received a probationary contract effective for the upcoming school year. The Regional Centre is not required to consider seniority when filling positions pursuant to article 10.04 (i).
- (iv) If a position pursuant to article 10.04 (i) is not filled by a permanent or probationary teacher or a teacher who has received a probationary contract effective for the upcoming school year, that position may be offered as a one hundred percent (100%) term position for the upcoming school year to a term teacher with a minimum 50% contract currently assigned to that school, to a maximum of thirty-eight (38) term teachers per school year, provided that no permanent or probationary teacher shall be without a position for the upcoming school year.

***Continued on the following page

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Postings 10.04

- (v) Permanent and Probationary teachers shall be assigned to positions pursuant to Article 10.04 (i) and (iii) for a minimum of three (3) years subject to the provisions of Article 10.06. The assignment may be made permanent by mutual agreement of the teacher and the Regional Centre. The Union shall be informed by June 30 of each school year of the above permanent assignments.
- (vi) Notwithstanding Article 10.04 (v), for extraordinary reasons, a teacher may request to be relieved of the three (3) year commitment to the school. The teacher shall have the right to meet with the Director of Human Resource Services or designate in order to present the teacher's request and to have a Union representative present at the meeting. The decision of the Director of Human Resource Services or designate is final, binding and not grievable. Once a teacher is relieved of the three (3) year commitment to the school the teacher is surplus pursuant to Articles 10.10 and 10.11.
- (vii) Within seven (7) days of the conclusion of filling positions pursuant to Article 10.04 (i), the Regional Centre shall provide to the Union a list of designated positions, the criteria used to designate each position and the names of teachers assigned said positions.
- (viii) At the end of the assignment pursuant to Article 10.04 (v) teachers shall have a right to apply for vacancies and shall be deemed to be surplus teachers for the purposes of Article 10.06, unless the assignment is made permanent pursuant to Article 10.04 (v).
- (ix) Positions designated by the Regional Centre pursuant to Article 10.04 (i) and not filled pursuant to Article 10.04 (iii) and (v) shall be placed on a posting round pursuant to Article 10.01 (i). If the rounds of posting have ended in that school year the position(s) shall be forwarded to the meeting pursuant to Article 10.11 and filled as a one (1) year only position(s).
- (x) A Leave of Absence granted pursuant to Article 5.01 (i) shall not reduce the three (3) year commitment to the school pursuant to Article 10.04 (v). Teachers filling positions pursuant to this Article 10.04 shall not be eligible for a Leave of Absence pursuant to Article 5.01 (ii).

Need to change your NSTU email, username, password?

NSTU Account https://nstu.ca/the-nstu/communications/nstu-account

All NSTU members, and retired members, have access to an NSTU account. The NSTU account allows users to set the preferred methods of receiveing communications from the NSTU. It also facilitates the online registration system feature which automatically enters personal information into the appropriate fields when registering for conferences.

Add preferred email address	Login to Membership Registry	Opening An Account	Password Recovery
Username Recovery	Set a recovery email address	Add preferred phone numbers	Assistance

Marking and Prep Time Issue

The NSTU has become aware that three Regional Centres for Education (CCRCE, CBVRCE and HRCE) have communicated their intention to unilaterally eliminate banked marking and preparation time, if it does not exceed 150 minutes, from members on days when schools are closed due to inclement weather. It has been confirmed that the EECD supports this action. The NSTU considers this a clear violation of both Article 31.01 and 59.04 of the Teachers' Provincial Agreement and has filed grievances with all three Educational Entities.

All NSTU members should:

Continue to document by emailing your principal confirming all lost marking and preparation time, including any time lost through the above referenced Employer action.
When banked marking and preparation time has reached 150 minutes, schedule, in consultation with your principal, a half day of compensating marking and preparation time. If denied, notify your Staff Officer immediately.

- Notify your Staff Officer and Local President if informed by any of the remaining Educational Entities, of any deductions from your lost marking and preparation time bank.

*Excerpt from correspondence via Staff on April 11, 2025. Full copy was sent to your NSTU or preferred email.



NSTU toll-free at 1-800-565-6788 or email<u>contractinfo@nstu.ca</u>



Equity Event 2025 - Brainy Buttons

Members participated in an engaging and insightful workshop focused on autism and neurodiversity, featuring a heartfelt presentation by Naphtali on Sunday, April 13, 2025. Naphtali shared

her personal experiences, aspirations, and the vital perspectives the autistic community wishes educators understood. The session fostered meaningful dialogue and reflection, and concluded with a creative, hands-on button-making activity led by Naphtali. Participants designed their own buttons with powerful messages promoting diversity, inclusion, and acceptance, leaving the event both inspired and empowered to be stronger allies.

Thank you to the Reps and Equity committee for such an informative event and to all the members who joined us yesterday afternoon!



Brainy Buttons





Halifax Tides - Ticket Request

Halifax County Local's Social & Wellness Committee is offering tickets for the Halifax Tides vs Toronto FC soccer game on May 17, 2025.

SUBMISSIONS WILL ONLY BE ACCEPTED STARTING AT 4:30 PM ON May 1 - submissions with a time/date stamp prior to 4:30:00 will not be included.

Submit your request for one or two tickets to the game on Saturday, May 17 at 2pm. Requests are on a FIRST COME basis. You will receive an email confirmation either way, if you were successful (or not) in reserving tickets to the game.

You MUST have a Ticketmaster email address in order to receive and use the digital tickets for admission to the game. Tickets will be sent via email a couple of days before the event.

Please note, IF YOU SIGN UP AND CANNOT ATTEND it is essential that you let us know that you need to cancel with as much notice as possible. If so, please email Gale Doyle at <u>hfxcowellness@nstu.ca</u>. If you cannot attend, digital tickets will need to be returned so that they can be forwarded to someone from the wait list. Thank you!

https://nstu.ca



GAME HOD PN

AT WANDERERS SATURDAY GROUNDS 17 MAY EVENT PRESENTED BY HALIFAX COUNTY LOCAL.

SEE GOOGLE FORM FOR MORE DETAILS.

FORM OPENS @ 4:30PM ON MAY 1

Mobilization Survey

The NSTU Provincial Executive has determined that the NSTU shall develop a strategy for ongoing member mobilization. As that strategy is being developed it is important that the Union understand those issues that members are prepared to mobilize for and what mobilization efforts members are prepared to engage in. The following brief survey will assist the NSTU in developing a strategy of ongoing mobilization.

The deadline to complete the survey is **Thursday, April 17th at 11:59 pm**. It can be found at the following link:https://www.surveymonkey.com/r/KYPV7NR.

Thank you for your participation!





Reminder: the deadline to apply to the <u>Deferred Salary Leave Plan</u> is **April 30th** - submit your application on time!

Contract Pay Year

Provincial NSTU sent a memo on April 2/25 to advise of a pause respecting a recently negotiated change in the <u>Teachers' Provincial Agreement</u> regarding the pay year (Article 66 – Method of Payment and Letter of Understanding (LOU) 9 – Transition of Contract Year). As per the LOU, the contract and pay year for NSTU members would change from August 1 – July 31, to September 1 – August 31, effective July 31, 2025.

Since the change was negotiated, a number of implementation issues have come to light that had not been anticipated. As such, the NSTU and EECD have agreed that it is in everyone's best interests to pause the work associated with implementing the change.

As a result of this pause, the pay year will not be changing in August 2025 as set out in the Teachers' Provincial Agreement. Teachers will continue to be paid on the existing August 1 to July 31 pay year until further notice.

Please reach out to Provincial NSTU with any questions.

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The NSTU has been invited to submit nominations to the following committees for 2025-2026:

- Advisory Committee on Diversity and Human Rights
- Advisory Committee on French as a First Language
- Advisory Committee on Indigenous Education
- Advisory Committee on the Status of Women
- Advisory Committee on the Teaching Profession

Attached are:

<u>Terms of Reference - CTF</u> <u>Advisory Committees</u>

Please note that a curriculum vitae and a rationale (up to 500 words & preferably in both official languages) as to why you would merit this position on the committee must accompany this nomination.

Further information can be found here: <u>https://nstu.</u> <u>ca/thenstu/structure/com</u> <u>mittees/ctf-advisory-</u> <u>committees</u> Please return **no later than Friday, May 30, 2025** to: Shelly Landry by email at: shlandry@staff.nstu.ca



You have four chances to win March 28 April 25 May 30 June 27



Login into the <u>NSTU Membership Registry</u> and provide a non-NSTU email address in your member registry profile.

* NSTU members who have already registered an email address are also eligible for the draws.

The NSTU Webmail system will be terminated on July 18, 2025.

RUNNING IN THE BLUEROSE MARATHOR

HALIFAX COUNTY LOCAL WANTS TO SUPPORT YOUR GOALS

UP TO A \$50 GIFT CARD WITH PROOF OF REGISTRATION

EMAIL HFXCOWELLNESS@NSTU.CA WITH YOUR NAME, SCHOOL NAME, AND PROOF OF REGISTRATION. REGISTRATION MUST BE IN THE MEMBER'S NAME.