



PRESIDENT'S MESSAGE:

Happy Earth Day! Today's the perfect reminder that every action—big or small—matters when it comes to protecting our planet. From planting trees and reducing plastic use to biking instead of driving and supporting local eco-friendly businesses, we all have the power to create positive change. Let's work together to keep Earth healthy, green, and thriving—for ourselves and future generations. #EarthDay #ActForEarth #LoveYourPlanet



CONTACT 2025

CONFERENCE ON NEW TECHNIQUES AND CLASSROOM TEACHING
hosted by NBTA

Voices of the world

Navigating Diverse Classrooms Together

Members should reach out to their Local Presidents/PA President to express interest by April 25th, 2025.

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



An opportunity for teachers from Atlantic Canada to come together to share ideas, to reflect on experiences, and to celebrate all that is best about teaching.

August 5-8
UNB Saint John

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:

https://docs.google.com/forms/d/e/1FAIpQLSe9QS6D6ixlvEDrBNXz66pd_j2psYWruWHTMNMiYj7K9fPEPg/viewform

Further CONTACT information can be found at:
<https://sites.google.com/view/contact2025/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 Tuesday, April 29, at 4 p.m. Any questions about CONTACT, please email hfxconominations@nstu.ca or halifaxcountylocal@nstu.ca (the Local President).

IMPORTANT DATES

Apr 23	Pre-Annual Council Meeting
Apr 30	Elementary/ Middle/Junior High Professional Development - <i>no classes</i>
	High School Progress Conference/Teacher Professional Practice Day - <i>no classes</i>
May 2-4	Annual Council
May 7	General Meeting
May 12-16	Education Week
May 15	Black Excellence Day - <i>Culturally Significant Day schools OPEN</i>

“Giving up cannot be an option”
~ Greta Thunburg

<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.



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

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.

The NSTU apologizes for the delay with this year's application. Please submit your application by April 30th (this year only) in order to be considered for this year's award.

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

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Asking Package Submissions?

The NSTU is always looking for ways to better represent you. If you have ideas, priorities, or suggestions you'd like to see reflected in future negotiations, the NSTU wants to hear them.

Send your thoughts to askingpackage@nstu.ca — your input helps shape the path forward!

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>

ATEC Student Bursary

Association of Teachers of Exceptional Children (ATEC) is an association that has consistently strived to improve the learning environment of those students who have come under the umbrella of Special Education or Student Services.

In keeping with this goal, one bursary valued at \$1000 and two bursaries valued at \$500 will be awarded to students who, through personal sacrifice and effort, have made great strides in realizing their potential. The recipients of this bursary will be chosen by members of the ATEC executive using the criteria listed below. Incomplete applications cannot be considered. Please ensure you submit all supporting documentation along with the completed application.

Criteria:

- A Nova Scotia resident.
- Enrolled in a recognized educational institution within the last 12 months.
- Documented learning difficulty or disability.
- A positive role model to other students experiencing academic challenges.
- A student who has made a concerted effort to become involved in extra-curricular school activities.
- A student who has consistently met or surpassed educational goals collaboratively set by the student, parents and all educators involved.
- A student whose personal situation clearly shows a need for financial assistance.
- Accepted by a post-secondary institution.

How to Apply:

1. Make a copy of the application form (**English** or **French**) (rename the document to include your name).
2. Submit your application and supporting documentation (listed in Section 7 of the application) to the ATEC committee by email: **atec.nstu@gmail.com**

Applications are due by the last Wednesday in April.

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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/ALJa8WZja6SQTmbu9>

Provincial Executive Member Election results

Angela Ewing has been elected as the new Halifax County Local Provincial Executive member after last Wednesday's election. Please join us in congratulating Angela on this well-deserved achievement!

We would also like to extend our heartfelt thanks to the other two outstanding candidates, Dionne Reid and Jessica Wells, for putting their names forward. Their dedication and willingness to serve speak volumes about their commitment to our Local. If any member has questions regarding the election please contact the REO, Duncan Cameron, at duncancameron@nstu.ca.

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/1FAIpQLScWPSz9ytCs0HD7NSXcxJfycXteR2uNhmj2Hgzfcc0ZtpQIBQ/closedform>

VP - Communications (interim):

https://docs.google.com/forms/d/e/1FAIpQLSd5yfd4ZM_Q-hiBiCqasDAW2Yu-sBC-8LAjsp0Uxr1ZOyz9A/closedform

Secretary

https://docs.google.com/forms/d/e/1FAIpQLScoHNnUtmAQc9rmaxBa_4i-1I5ec1CguGL9M5SELkySPXpRAA/closedform

Member-at-Large:

<https://docs.google.com/forms/d/e/1FAIpQLSfa-2YHaUp9WA6XX23hG-nFkDM2ucM5disgOANJ4FJaoCc-OQ/closedform>

VP - Finance (Treasurer):

https://docs.google.com/forms/d/e/1FAIpQLSdxAOc6HFoSsAfe6HNDUUhEhXx1YvA1BB_tafMN_Jpc5b_yyEw/closedform

VP - Equity & Reps:

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

VP - Nominations (interim):

<https://docs.google.com/forms/d/e/1FAIpQLSeCRIlyD2UR0oYz98hHKMUbOrq8UISWfvdP07hAd2nhpxxG0Q/closedform>

Standing Committee Applications:

https://docs.google.com/forms/d/e/1FAIpQLSdpObqEqRiYDUENUu6e6oWTB9wFrd_drh4Opt6SNlzkuoJuAA/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 (hfxconominations@nstu.ca)

Education Week
May 11-17 2025
Empowering Futures:
Innovation in Education



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

April 22, 2025

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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>

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!

NSTU Seniority Lists



Seniority lists were posted on SharePoint ([HRCE Staff Portal](#)) on April 1, 2025, in accordance with Article 11.01 of the [Regional Agreement](#).

It is very important that you review your information carefully to ensure its accuracy. **It is the responsibility of the individual teacher to bring any errors to the attention of the Centre by emailing Human Resource Services at hrhelp@hrce.ca.** Any revisions regarding an error will be effective on a go forward basis and no remedy will be provided retroactively. Please contact myself to discuss as any challenge or revision must be made no later than 30 days following the posting of the lists.

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Surplus Teachers

- 10.06** (i) Where staff reduction becomes necessary within a school, such reduction shall be accomplished as follows:
- (a) First, a probationary teacher(s) with the least seniority shall be declared surplus to the school.
 - (b) Secondly, a permanent teacher(s) with the least seniority shall be declared surplus to the school.
- (ii) Notwithstanding Article 10.06 (i), a teacher with greater seniority may request to be declared surplus to the school provided this request prevents a teacher in Article 10.06 (i) from being declared surplus to the school.
- 10.07** All permanent and probationary teachers in one-year positions shall automatically be declared surplus to that position in the following year.
- 10.08** If a Principal, Vice Principal or department head would be subject to being declared surplus pursuant to Article 10.06, then the staff member, other than the Principal, Vice Principal or department head, with the least seniority shall be declared surplus.
- 10.09** Notwithstanding Article 10.06, the Regional Centre may determine that a program taught by the teacher with the least seniority is essential to that school's overall program(s).
- (i) The school Principal in consultation with Human Resource Services shall endeavor to fill the declared essential program(s) within the existing staff of the affected school;
 - (ii) If in the judgment of the Regional Centre the quality of the declared essential program(s) cannot be maintained through a rearrangement of staff in the school, then the next junior teacher in the school shall be declared surplus.
- 10.10** Teachers declared surplus shall be eligible to apply for any available posted positions.
- 10.11** (i) (a) A meeting shall be held with all permanent and probationary teachers declared surplus and without a position for the following school year and early hires pursuant to Article 10.02 (i) and term teachers pursuant to Article 10.02 (ii) who do not have a position. A list of all vacancies and one (1) year positions will be made available. All permanent and probationary teachers declared surplus and without a position for the following school year must accept a permanent vacancy for which they are qualified if they accepted a one year only position in each of the two previous school years, provided the permanent vacancy is not more than fifty (50) kilometers one way from the teacher's current residence.

Continued on the following page**

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Vacant positions shall include positions that were available on the last posting round and were not filled by a permanent or probationary teacher and vacancies resulting from permanent and probationary teachers selecting vacancies on the last posting list. These positions will be offered by the Regional Centre as permanent positions to teachers who do not have a position in order of seniority subject to qualifications and experience.

- (b) Notwithstanding 10.11 (i) (a), the Regional Centre and the Union may agree, in exceptional circumstances, to waive the requirement for a teacher to accept a permanent vacancy.
- (ii) After the meeting held in Article 10.11 (i), vacancies and one (1) year only positions which become available prior to September 1 may be offered to teachers identified in Article 10.11 (i) or early hires where appropriate as one (1) year only positions.
- (iii) The placement of early hires and term teachers in Article 10.11, (i) and (ii) shall be governed by provisions set out in Article 10.02 (iv), (v) and 10.03.
- (iv) For any term vacancies after the meeting in Article 10.11, preference in hiring may be given to term teachers defined in Article 10.14 (a) (vi) who worked at the school in the current school year, without posting. Where more than one term teacher who worked in the school in the current school year expresses interest in the position, the position will be awarded based on an assessment of qualifications and competencies.

Teachers' Provincial Agreement (TPA) - **ARTICLE 29 - LEAVE FOR BIRTH OF CHILD**

- 29.01** On the occasion of the birth of the teacher's child, the non-birth parent who is a teacher shall be granted special leave with pay up to a maximum of two (2) days.
- 29.02** The leave may be divided as follows:
 - (i) one (1) day within one (1) week of the date of birth;
 - (ii) the remainder of the leave shall be granted within six (6) weeks of the date of birth.

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 receiving 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

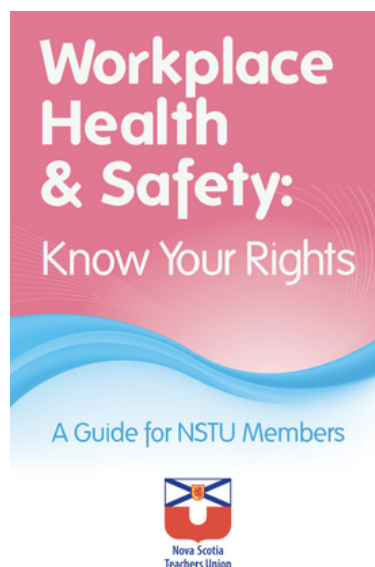
Just a reminder that Friday April 25th, is the second of four draws for 25 Sobeys gift cards valued at \$50 dollars each. The draw will be broadcast live on Facebook at <https://www.facebook.com/nsteachersunion>

To be entered in the draw please visit <https://nstucentral.ca> and update your membership registry to include your preferred (non @nstu) email address. Please note this should be a personal address, not the email provided by your employer or RCE (no HRCE, gnspes or sepne)

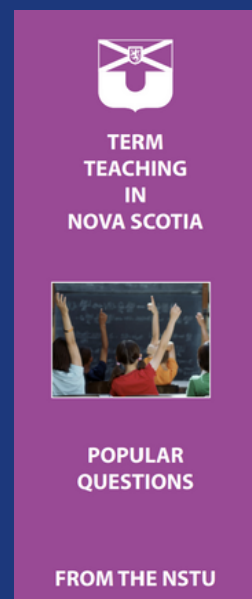
For a step-by-step video tutorial on how to add a preferred email address to the NSTU registry profile [click here](#).

Occupational Health and Safety

The NSTU is here to assist members with occupational health and safety matters and members should be encouraged to contact their NSTU Staff Officer for assistance if they are concerned about a health or safety hazard in the workplace.



<https://nstu.ca/nstu-members/member-services/protection-other-services/occupational-health-and-safety>



Questions?
Please contact the Member Services Department at toll-free 1-800-565-6788 or email contractinfo@nstu.ca

<https://nstu.ca/nstu-members/early-career/term-contracts-q-a>



CONTACT

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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.

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 hfxcowellness@nstu.ca. 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
TIME 2:00 PM**

**AT WANDERERS
GROUNDS**

**SATURDAY
17 MAY**

**FORM OPENS @
4:30PM ON MAY 1**

EVENT PRESENTED BY HALIFAX COUNTY LOCAL.

SEE GOOGLE FORM FOR MORE DETAILS.

RUNNING IN THE

BLUENOSE MARATHON

***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.***

