

PRESIDENT'S MESSAGE:

As we head into the last week of April, I know it's a busy one — with Professional Development sessions, Teacher Professional Practice Day, and Parent-Teacher conferences all on the calendar, not to mention Annual Council for those attending. In the midst of everything, please remember to carve out a little time for yourself this week. Whether it's a quiet moment with a coffee, a short walk outside, or simply pausing to breathe — you deserve it.



Pension Symposium



The NSTU will be hosting the biennial Pension Symposium to be held at the Halifax Tower Hotel on **Friday, May 23, 2025 and Saturday, May 24, 2025**. This conference is an opportunity to highlight emerging issues and/or provide general pension education to NSTU members.

Halifax County wishes to send one (1) member to this biennial event who self-identifies as being Mi'kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.

Please fill out the Google Form application (<https://forms.gle/PNzmJtlimgFIM48m6>) if you are interested in attending. **Application closes on Wednesday, April 30, 2025 at 2:00pm.** The successful delegate(s) will be chosen by random draw and notified promptly after closure. **Registration for the conference closes on Thursday, May 1, 2025 at 12:00pm.** This information came in late last week, so we're moving quickly to get everything in place—thanks for your patience with the quick turnaround.

IMPORTANT DATES

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>

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“Play is the highest form
of research”

~ Albert Einstein

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2025 Teacher Staffing Timelines



May 7	Notices of Assignment given to Permanent/Probationary teachers
May 7 (12pm)	First permanent posting goes live
May 12 (12pm)	First permanent posting closes
May 15	First permanent posting placement complete; check Successful Applicants list
May 21 (12pm)	Final permanent posting goes live
May 26 (12pm)	Final permanent posting closes
May 26 (12pm)	Article 10.04 posting goes live
May 29 (12pm)	Article 10.04 posting closes
May 29	Final permanent posting placement complete; check Successful Applicants list
June 4 (12pm)	Teacher Placement Process appointment times and postings go live
June 5 (4pm)	Teacher Placement Process begins
June 7	Teacher Placement Process continues
June 9 (12pm)	First term posting goes live
June 11	Priority Placement staffing
June 12 (12pm)	First term posting closes
June 25 (12pm)	Summer term posting goes live
Aug 18 (12pm)	Summer term posting closes
Aug 20 (12pm)	Weekly Term postings resume
Aug 21	HR Completes placements for any outstanding B.Ed Grads

Important to Note:

During the permanent posting rounds and during the Teacher Placement Process (TPP) teachers are required to rank the positions they apply to, in order of preference. Rankings will be relied on by HR Services to place you in a position. Rankings along with seniority and qualifications will determine the position teachers are placed in. Please note that ranking a position #1 does not guarantee that you will be placed in that position, as a more senior qualified applicant may be placed or it may be determined by HR Services that there were no qualified applicants for the position.

Permanent Posting Rounds Process

- Permanent and probationary status teachers will apply for and rank positions in order of preference.
- HR will place teachers in a position for which they apply to, and are qualified for, in order of seniority and ranking, if it is available.
- **If a teacher is placed in a position they apply to, they will have no option to decline the position.** Therefore, it is important that teachers only apply to positions they are willing to be placed in.
- Successful applicants will be posted on Successful Applicants on myHRCE as positions are being filled by HR. Since this is a live system, please note that placements are subject to change if you're viewing these prior to the completion of the staffing process, May 15, 2025 and May 29, 2025.
- If you are listed as the Successful Applicant upon completion of the staffing process for the first permanent posting round, you are expected to email the Principal of your current school to advise them of such. Please follow the same process if you are the Successful Applicant for position in the final permanent posting round.

*****The above information is an excerpt from the 2025 Teacher Staffing Memo sent via HRCE email on Tuesday, April 22, 2025.**

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

April 28, 2025

Issue 32



Nova Scotia
Teachers Union

NSTU Education Research Awards

Educational Research Awards are provided by Provincial NSTU to support, encourage, and recognize

Members who engage in professional inquiry and research focused on educational inquiry.

Please join us in congratulating the following 2025 County recipients:

Nicole Bucci - Effect of Digital Text on Students' Reading Engagement in Tier Two Learning Environments, Cape Breton University.

Anthony Bucci - Performance and Confidence in Oral French Language Usage of Grade 10 FLA Students Via Digital Presentation Platforms, Cape Breton University.

Carly Sutherland - When Mothers Disengage: Stories From Women Who Have Gone From Participants To Observers In Their Autistic Child's Education, Memorial University of Newfoundland.

<https://www.homeweb.ca>

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).

NSTU Seniority Lists



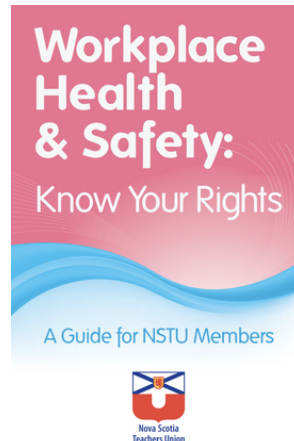
Seniority lists were posted on SharePoint ([HRCE Staff Portal](#)) on April 1, 2025, in accordance with Article 11.01 of the Regional Agreement.

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.

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>



GENERAL MEETINGS: May 7 & June 4

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.**



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 and should still be brought before the membership at the General Meeting.

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.

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 Every Child (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>

NSTU Email Contest



Just a reminder that **Monday, April 28th, is the NEW date** for 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/nsteachersonunion> at **3:30pm**.

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, gnspses or sepne)

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

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)

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).

EFAP Access*

Toll-Free Number - 24 hours, seven days a week

1-877-955-NSTU (6788) or International (Call Collect) 604-689-1717.

You can also access Homewood Health's online platform called Homeweb at www.homeweb.ca

*Make sure to create an account on the EFAP website platform first before downloading the mobile app. If you have already registered for an account, there is no change to your login information. You can continue to use the same username and password and do not need to re-register. If you haven't already registered for an account and would like to have access to online features, you can do so by visiting www.homeweb.ca. Please enter NSTU when prompted for the "Company Name/ Organization".

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.***

