

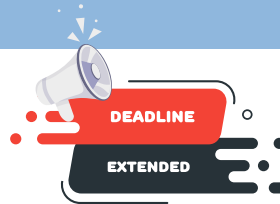


## PRESIDENT'S MESSAGE:



As the pace picks up and staffing season comes into view, I just want to pause and say: you're doing amazing work. Whether you've been deep in conferences, attending Professional Learning, or guiding your classroom with care, your efforts truly make a difference. Remember to give yourself a moment to breathe, check in with a colleague, and celebrate the small wins. Wishing you a smooth and fulfilling week!

## Equity Event 2025



Come join your fellow County NSTU members on **Sunday, April 13th from 1:30 - 3:30pm** at the Bedford Hammonds Plains Community Centre for a "Brainy Buttons" workshop and information session about 'autism acceptance and the acceptance of the neurodivergent community one button at a time!' with HRCE student Naphtali.

The event will consist of a presentation about autism and neurodiversity, with Naphtali sharing her experiences, hopes for the future and what the autistic community wishes teachers knew. Along with the presentation, Naphtali will lead a button making session where participants can design and create their own buttons with messages to promote diversity and acceptance.

Google Form registration (<https://forms.gle/oiPmPLrr9GCbNx9d9>) will **close Saturday, April 12 at noon**. Those who have applied before today will be notified. The committee will continue through the week.

A random draw will be held should we exceed 25 applicants.

**[Register Here](#)**

## IMPORTANT DATES

- Apr 9 Local General Meeting
- Apr 16 Local Executive, committee and CONTACT 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 - *no classes*

“You may say I'm a dreamer, but I'm not the only one.”  
~ John Lennon

# 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.

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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](mailto:hfxcofinance@nstu.ca)

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

<https://forms.gle/ALJa8WZja6SQTmbu9>

## 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](mailto: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>

# 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.

Voting cards will be arriving at school sites soon. The REO for this election is Duncan Cameron - [duncancameron@nstu.ca](mailto:duncancameron@nstu.ca)



**The three candidates have been invited to the General Meeting on Wed. April 9/25 for speeches and a Q/A session.**



# VOTE



# Angela Ewing

for Provincial Executive

**Your  
concerns are  
My  
concerns.**



VOTE  
ANGELA EWING

**04.16.2025**



**Ready to represent  
Halifax County**



**aewing@nstu.ca**

## EXPERIENCE & ABILITY

01

### 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.

02

### 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.

03

### 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.

04

### Halifax County Secretary

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

# ELECT

**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](mailto:DIONNE@NSTU.CA)**

**PHONE: 902 209-0504**



# Staffing and Teacher Status



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## NSTU Benefits at a glance...

### Long Term Disability

Effective August 1, 2014 – the NSTU Long Term Disability Plan is mandatory for all members without the ability to opt out unless the following condition has been met:

- Plan member is age 65 or has 35 years of pensionable service less accumulated sick leave.

### Cost Sharing

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer cost shares monthly premium with members by paying 50%. Some members are grandfathered at 70% of the monthly cost.

### Coverage

- 70% of gross monthly salary at time claim commences – taxable
- For long-term claims, benefit reduced by Workers' Compensation and/or Canada Pension
- Rehabilitation benefit
- Cost-of-living benefit, outside the insurance contract
- Elimination period of 90 calendar days, or accumulated sick leave, whichever is greater
- Benefits payable to age 65
- Pension contributions are made by Member and Employer

### Questions

**453-9543** or **1-800-453-9543**

[insurance@nstu.ca](mailto:insurance@nstu.ca)/[nstu@johnson.ca](mailto:nstu@johnson.ca)  
[www.johnson.ca](http://www.johnson.ca)

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.

Please keep an eye on your HRCE email for registration information.

**HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS AND COMMUNITIES?**

**We can help you turn your idea into a useful practical program!**

If you, your class, or your colleagues have ideas to share with other teachers and classrooms in Nova Scotia, get a Sheonoroil Project Application From [sheonoroil.nstu.ca](http://sheonoroil.nstu.ca).

**Our Mandate**  
is simple. The Sheonoroil Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor(s).

**Our purpose**  
is to support research, inquiry, reflection, writing, distribution of information and interventions which focus on all forms of peaceful schools initiatives.

**Our Pledge**  
is to award funding grants for peaceful school programs that have a direct and immediate impact on public school classrooms, students, administration and community.

**PROJECT APPLICATION MAILING ADDRESS**  
Sheonoroil Foundation Project Review Committee  
3106 Joseph Howe Drive, Halifax, NS B3L 4L7

**DEADLINES**  
November 8, 2024  
April 11, 2025

**SHEONORIL FOUNDATION**

Application available at:  
<http://sheonoroil.nstu.ca/grants/applications>

**Applications close: April 11, 2025**

# Federal Election

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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 an on-line toolkit.

Please visit this link <https://www.ctf-fce.ca/take-action/canadas-future>

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

## 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. If you identify any discrepancy in your status, please contact myself to discuss as any challenge or revision must be made 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 [here](#).

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 non-employer) 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

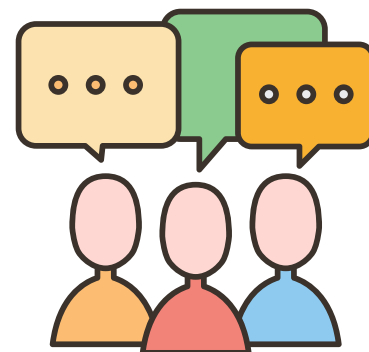
#### Postings 10.05

- 10.01 (i) Permanent and probationary teachers shall be notified of the school(s), grade level(s) and course(s) to be taught and, where feasible, the section(s) and/or the percentages to be taught for the ensuing year before the commencement of the rounds of permanent postings. Notices of Assignment shall not be determined in a manner that is unreasonable, discriminatory or in bad faith.
- (ii) When any Notice of Assignment resulting in a major change in assignment is given to a teacher, the teacher will be provided with the reason(s) for the change, in writing, upon request by the teacher.
- (iii) Nothing herein shall prevent the Principal from making necessary changes to a teacher's assignment at any time after the notice of assignment has been issued. The Principal shall provide a written explanation of such change if requested.

## GENERAL MEETINGS:

April 9    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.

# 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 17<sup>th</sup> 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 Deferred Salary Leave Plan is **April 30<sup>th</sup>** - 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 Teachers' Provincial Agreement 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.



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:

**Terms of Reference - CTF Advisory Committees**

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: <https://nstu.ca/thenstu/structure/committees/ctf-advisory-committees> Please return **no later than Friday, May 30, 2025** to: Shelly Landry by email at: [shlandry@staff.nstu.ca](mailto:shlandry@staff.nstu.ca)





Halifax  
County  
Local

# ART CONTEST

HOW  
TO  
SUBMIT



It's Time For A  
**REFRESH**  
In Our Local  
County Office!

Contest Open To:  
Hfx County Members &  
Friends And Family  
(of County Members)

Submissions Due By:  
~~March 31st, 2025~~  
(send to [jonathonsproul@nstu.ca](mailto:jonathonsproul@nstu.ca))

Accepted Forms:  
Any and ALL Art!  
Digital Designs, Canvas,  
Textiles, Sculptures, etc.

Create ANY piece of  
art and email description  
to Jonathon Sproul!

**Both digital and physical  
art encouraged!**

(Pick-up / delivery of art  
arranged later, via email)

Deadline  
Extended To:  
April 11th, 2025



Prizes to be won!  
All art submissions  
will be displayed at our  
County Local Office.  
(All entries will go into a  
draw for prizes!)

# Enter to Win

Your chance to win one of

# 100

# \$50 Sobeys gift cards

You have four chances to win

March 28 April 25 May 30 June 27



Login into the [NSTU Membership Registry](#) 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***

# ***BLUENOSE MARATHON***

***HALIFAX COUNTY LOCAL  
WANTS TO SUPPORT YOUR GOALS***

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

***EMAIL [HFXCOWELLNESS@NSTU.CA](mailto:HFXCOWELLNESS@NSTU.CA) WITH  
YOUR NAME, SCHOOL NAME, AND PROOF  
OF REGISTRATION. REGISTRATION MUST  
BE IN THE MEMBER'S NAME.***

