



PRESIDENT'S MESSAGE:



Wow! The end of December is here. The past month has been full of student energy and triumphs, and your dedication has been nothing short of incredible. You did it and your hard work has truly made a difference for your students.

Wishing you a restful and joyful holiday break filled with time to relax, recharge, and enjoy the things that bring you happiness. You've earned it!

IMPORTANT DATES

- Dec 20 Last Day of Classes Before Holiday Break
- Dec 22-31 Holiday Break
- Jan 1 Holiday Break
- Jan 2 Teacher Professional Practice (no classes)
- Jan 3 Annual Council application form closes



NEW MEMBER CONFERENCE
February 8th and 9th

Sign Up Now To Reserve Your Spot

Are you within your first five years of NSTU membership?

NMC 2025, for teachers new to NSTU and in their first five years, will be held February 8-9, 2025 at the Marriott Courtyard, Dartmouth Crossing. Participants will be selected in the order of application so apply today!

Check Your Email or Head To
<https://halifaxcountylocal.com/>
To Register Via The Google Form

Sign up now for NMC 2025!
Where do I go to do that?
Check out the County Local Check-In that's sent out each Monday



Are you within your first five years of NSTU membership?

[Apply Here!!!](https://halifaxcountylocal.com/)

“December, being the last month of the year, cannot help but make us think of what is to come.”
~ Fennel Hudson

Cash for Class - UPDATE

Due to the pending legislation for Postal Workers and the delay in mail anticipated once work resumes, the **deadline for Cash for Class receipts and expense forms will be Monday, March 31st.** Members are responsible to make a copy of the receipts and forms before submitting them.

Please do not mail receipts and forms before well into January. Members can also drop off their expense forms and receipts to our office Halifax County PD Committee, 202 Brownlow Ave, Suite 320, Dartmouth, NS B3B 1T5 (Second floor of the Royal Bank Building). The office mail slot is to right of the door if the office door is locked. Please note the building itself is locked after 5pm and on weekends and statutory holidays. Again, please ensure you make a copy for your own records.

All efforts will be made to ensure members receive their reimbursement cheques in a timely manner. We plan on holding cheques until the General meeting on January 15th to be given to reps in attendance at the meeting in order to avoid the anticipated slowness of Canada Post clearing the backlog. We will start mailing cheques once the mail is moving again after the January 15th General meeting. Please note, that receipts and forms received at the next General meeting on January 15th will not all be processed that night due to the sheer number expected. Please have patience, as the PD committee has to verify each claim and then the Finance Committee has to write the cheques. Ensure that your application is filled out with full name, address and receipts are clearly marked. By extending the date until the end of March, Reps can also submit forms and receipts at the March 5th meeting.

REPS: If you collect forms and receipts for your school, please ensure all receipts are stapled to the appropriate form before collecting and put in a large envelope. Have each member sign a list stating they have given you their forms with receipts but that they have taken copies of said forms and receipts for their own records in case something happens. Collections of receipts can be given by Reps to Jodie MacIlreith at the January 15th or March 5th General meetings. No email copies of forms or receipts will be accepted.

Questions? VP of PD, Jodie MacIlreith, at
halifaxcountypd@nstu.ca

NSTU Benefits at a glance...

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer pays **100% for all active members.** New members are automatically insured for this benefit. It is very important that a beneficiary and a contingent beneficiary are designated.

Coverage

- Life Insurance \$50,000
- Accidental Death and Dismemberment \$50,000
- Critical Illness – \$2,000 Lump sum payment – (Heart attack, coronary artery by-pass surgery, stroke, life threatening cancer)
- Hospital Cash Benefit, outside the insurance contract
- Waiver of Premium if totally disabled prior to age 60
- If retired prior to age 65, coverage continues to age 65 with the monthly premium deducted from your Nova Scotia Teachers' Pension.
- Spouse covered for \$3,000 and dependent children covered for \$1,500.
- Conversion option available when your insurance terminates.
- Retiree Life policy available after age 65 to death.

Any questions?

453-9543 /1-800-453-9543

insurance@nstu.ca/nstu@johnson.ca

www.johnson.ca <https://nstu.ca>



Annual Council 2025 Delegate Application Form

The Nominations Committee has opened the Annual Council 2025 Delegate Application Form.

The link to this form is below:

https://docs.google.com/forms/d/e/1FAIpQLSdrXQGcfxos0qgW7AahHhuGf-W2_YLtrbUTs9eQpXeEMj4EAA/viewform

The form will officially close on **Friday, January 3/25**.

Applicants are encouraged to review the attached PDF document to gain a complete understanding of the delegate selection process, as well as the roles and responsibilities of a delegate.

NOTE: The approved delegate list (with alternates & waitlist applicants) will be presented at the January 15 Local Meeting.

Applicants who do not typically attend Local meetings should consult their school/site reps for this list.

If you have any questions or concerns, please email the Nominations Chair at hfxconominations@nstu.ca.

~Jason Jennings, Nominations Chair

EDUWellness Grants



Maximum \$1500/grant for a total of 10 grants
The NSTU Group Insurance Trustees For Members-By-Members EDUWellness Grants have been established to support initiatives that promote the well-being of our plan members in an effort to recognize the tremendous work and efforts put in by members every day. Must be a permanent, probationary or term teacher, be a member of the NSTU, PSAANS, or RTO at the time of application and can receive every 2 years.

Deadline: January 15, 2025

Please see <https://nstuinsurance.ca/grants/the-eduwellness-grant> for application process, deadlines and all other pertinent information.

Early Retirement Incentive Program

Any member who is retiring this year and interested in an Early Retirement Incentive Plan (ERIP) must apply by December 31, 2024. Any retiring teacher should reach out to the Local's NSTU Executive Staff Officer, Wally Fiander, for details. ERIP is located under Article 38 as well as Appendix A and is found in the Teachers' Provincial Agreement (TPA). The Appendix explains the application process, conditions and other pertinent information.



Deals & Discounts



CONTACT

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NSTU Executive Staff Officer
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As we approach the holiday season, the Economic Welfare Committee would like to extend our heartfelt thanks for your valuable submissions and thoughtful resolution ideas.

Your insights and dedication to improving our working conditions are truly appreciated and essential to ensuring our voices are heard.

Your input demonstrates a collective commitment to fostering a supportive and enriching environment. It is through this collaboration that we can continue to advocate for positive changes and build a stronger teacher community.

As we close out this year, we hope you take time to rest, recharge, and enjoy the holiday season with loved ones. Your hard work and passion do not go unnoticed, and we're grateful for all that you do every day.

Wishing you a joyful and restful holiday season and a bright start to the new year!

Warm Regards

The Economic Welfare Committee

Sheri Scott

Peter Balcom

Melanie Kennedy-Conrad

Dionne Reid

Tina Broderick

Turk MacDonald

HAPPY
Holidays

NSTU Membership Cards

The 2025 NSTU Membership Cards will be sent to schools as soon as the CUPW strike has ended. Provincial NSTU apologises for the delay.



KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 65 LEGAL ASSISTANCE AND PROTECTION

65.01 Where a teacher, as a result of acting lawfully in the performance of his/her duties as a teacher, is prosecuted or sued by any party other than Her Majesty or a party to this Agreement, an Education Entity shall undertake to defend him/her, provided that the teacher shall co-operate fully with the defence provided, and further provided that if the teacher retains his/her own legal counsel, an Education Entity shall be relieved of all obligations under this Article.

65.02 The provisions of this Article shall also apply to substitute teachers hired pursuant to Article 32, while in the employ of an Education Entity.

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT
(HRCE)

ARTICLE 17 REGIONAL CENTRE INFORMATION

17.01 The Regional Centre shall provide to the Union, a draft of any new policy or change in policy that affects the terms and conditions of employment of teachers and the Union may provide a response. The Regional Centre will make the final draft of any such policy or policy change accessible to the Union prior to Regional Centre approval.

17.02 On written request to the Director of Human Resource Services, the Regional Centre shall also provide a copy of the Department of Education and Early Childhood Development funding profile sheet after it has been made public.