

PRESIDENT'S MESSAGE:



As we welcome the final month of 2024, I want to take a moment to express my gratitude for your continued dedication and hard work. December brings with it a sense of reflection and excitement, as we look back on the progress made and ahead to the opportunities that the new year will bring.

Below, you'll find important updates, upcoming events, and a few reminders to help you finish the year strong. Thank you for all you do to inspire and support our students and each other!

Teacher Professional Practice

In our current contract, **our members gained two self directed PD days** - an ask that members have been requesting for years. Our first of these days is approaching and I want to make sure that everyone is aware of the contractual language. It is important that new contract items are followed.

These days are for teachers to **complete professional duties as determined by the teacher, including but not limited to marking, preparation and professional collaboration**. Teachers are entitled to determine what professional duties they undertake during this time and the employer cannot mandate meetings or the performance of any particular task.

If you are being asked by admin to attend meetings or anything other than what is stated in the contractual language above, please contact Wally Fiander at wfiander@staff.nstu.ca or myself.

Self-directed PD days for HRCE:

Dec 5 - Progress Conferences/Teacher Professional Practice Day
No Classes All Schools -1/2 day Teacher Professional Practice for everyone

January 2 -full day Teacher Professional Practice for everyone

April 3 - Elem/Middle/Jr Progress Conference/Teacher Professional Practice Day & High School PD (No Classes All Schools) - 1/2 day Teacher Professional Practice for Elementary and Middle Level Only

April 30 - Elem/Middle/Jr Professional Development & High School Progress Conference/Teacher Professional Practice Day (No Classes All Schools) -1/2 day Teacher Professional Practice for high schools only.

IMPORTANT DATES

Dec 5	Progress Conference/Teacher Professional Practice Day- no classes
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



“It is December and nobody asked if I was ready.”
~ Sarah Kay

Seven Reasons You Should Learn About and Use Your NSTU Negotiated Benefits



1. **Maximizing Compensation:** NSTU benefits, such as health insurance, pensions, and professional development allowances, are part of a teacher's total compensation package. Fully understanding and utilizing these benefits ensures teachers gain the maximum value from your employment.
2. **Financial Security:** Knowing the details of your pension plan and retirement options helps teachers plan for a secure future.
3. **Health and Well-being:** Health and dental benefits support teachers in maintaining their physical and mental health. Awareness of these programs allows teachers to access services like counseling or therapy, which contribute to overall wellness.
4. **Professional Development:** Many NSTU agreements include funding for workshops, courses, or conferences. These opportunities enhance teachers' skills, helping you grow professionally and to improve your teaching practices.
5. **Workplace Rights:** Familiarity with negotiated benefits, such as leave entitlements or working conditions, empowers teachers to advocate for your rights and ensures fair treatment in your workplaces.
6. **Cost Savings:** Using benefits like discounts, group rates, or reimbursements can significantly reduce out-of-pocket expenses, which can improve your financial situation.
7. **Union Solidarity:** Actively using and understanding negotiated benefits underscores the value of collective bargaining. It reinforces the importance of union membership and participation in future negotiations, benefiting all members.

By fully understanding and utilizing these benefits, you not only improve your personal and professional lives but also strengthen the union's impact. Please take some time to know more about your negotiated benefits. Then share this knowledge with your colleagues.

ARE YOU WITHIN YOUR FIRST FIVE (5) YEARS OF NSTU MEMBERSHIP?



New Members Conference, for teachers new to NSTU and in their first five years, will be held **February 8-9, 2025** at the Marriott Courtyard. Participants will be selected in the order of application.

Apply Today!

<https://forms.gle/KCarJB6vjTJFTpte8>

GENERAL MEETINGS:



The Reps and Equity committee kindly invites you to share any suggestions or important norms you believe should be considered for our Halifax County Local General Meetings. Please fill in the Google Form:

<https://forms.gle/qW6yaZLD1GuwHEau8>.

Postal Strike & PD Submissions

If you have Halifax County Conference receipts or CDAF receipts to return to the PD committee chair, please be aware you can put them in an envelope and drop them off at the Burnside office 202 Brownlow Ave, Suite 320 (2nd floor of the RBC building) from 9-5pm Monday to Friday (subject to Local President's being in office). The Local office has a private **mail slot on the second floor to the right of the office door** after hours. Once receipts are received, every effort will be made to avoid mailing cheques. Arrangements can be made to drop off or meet up by the President or the VP Chair. If you have any questions or concerns, please contact Jodie MacIreith at halifaxcountypd@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

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



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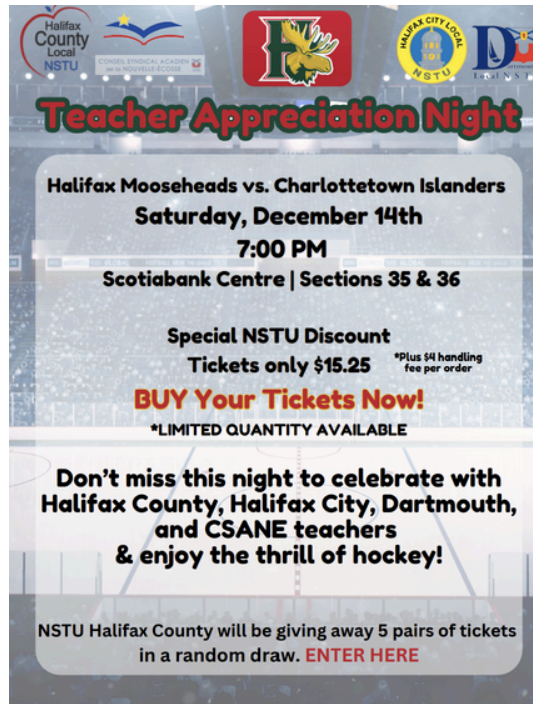
Teacher Appreciation Night

Dec 2, 2024
Issue 14

Join us on Saturday, December 14th at 7 PM for an unforgettable night with the Halifax Mooseheads as they take on the Charlottetown Islanders! It's a night to bring out your families and friends to celebrate you, with teachers from Halifax County, Halifax City, Dartmouth, and CSANE NSTU locals all coming together.

Hope to see many of you there!

Gale Doyle,
VP Social Wellness
Committee
hfxcowellness@nstu.ca



Ticketmaster -

<https://www.ticketmaster.ca/event/3100611D90F334EB?did=1z5p29uan1t>

Ticket Draw -

https://docs.google.com/forms/d/1xjTSNW6S61H9KfN1w4XBg_2cT7SHsPfGKnIAVm9gqKel/viewform?ts=6741e0c7&edit_request=estd=true

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE)

ARTICLE 4 BEREAVEMENT/SPECIAL LEAVES

4.08 The Regional Centre shall, upon application, grant up to three (3) days leave with pay, or other accommodation for practicing adherents of established Religious Faiths to participate in major Holy Days of their religion.

KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL
AGREEMENT (TPA)
**LETTER OF
UNDERSTANDING
SCHOOL CLOSURES**

The parties agree that attendance of teachers in the event of school closures for reasons other than inclement weather shall be governed by the following procedures:

.01 On any day that a school is closed or closed to students, teachers are not required to remain at or report to work, but will be required to work remotely from their home or other location mutually agreed to between the teacher and their immediate supervisor.

.02 On the second consecutive day that a school is closed teachers may be required to report for work (related to the teacher's assignment) where the Education Entity directs.

.03 When it is known in advance that there will be a planned closure of a school teachers may be required to report to work where the Education Entity directs on the first day and thereafter.

.04 Facilities and resources shall be such that meaningful work by teachers can be accomplished.