

PRESIDENT'S MESSAGE:



Welcome to the second week of December! As we move into this festive time of year, there's a special energy in the air with holiday events and celebrations on the horizon. From winter concerts and festive classroom activities to our end-of-year gatherings, it's a wonderful opportunity to come together and celebrate the season. Let's continue to support one another as we wrap up 2024 and create joyful memories for our students in the coming weeks. Thank you for all you do to make this time of year so special.

Teacher Appreciation Night

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.

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

Ticketmaster -
<https://www.ticketmaster.ca/event/3100611D90F334EB?did=lz5p29uan1t>



Teacher Appreciation Night

Halifax Mooseheads vs. Charlottetown Islanders
Saturday, December 14th
7:00 PM
Scotiabank Centre | Sections 35 & 36

Special NSTU Discount
Tickets only \$15.25 *Plus \$4 handling fee per order

BUY Your Tickets Now!
*LIMITED QUANTITY AVAILABLE

Don't miss this night to celebrate with Halifax County, Halifax City, Dartmouth, and CSANE teachers & enjoy the thrill of hockey!

NSTU Halifax County will be giving away 5 pairs of tickets in a random draw. [ENTER HERE](#)

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



“While December may mark the end of the year, it also brings us closer to new beginnings. Let this month be the time to chase your dreams.”
~ Unknown”

Cash for Class - UPDATE

Dec 9, 2024
Issue 15

Over 500 Cash for Class application approval emails with "Expense Forms" and "How To" went out this past weekend (Dec 7 & Dec 8). If you filled out the application after the wait list was implemented on November 9th, you will receive an approval email only if your name comes to the top of the list. If you filled out the application before November 9th and haven't received an email, please check your **SPAM/JUNK** folder. Hotmail accounts have been known to send such emails to these folders. Please ensure **all purchases are dated after the approval email** and follow all directions carefully in order to receive your cheques in a timely manner. **Original receipts and expense forms are due January 15/25** (we will extend that date if the CUPW strike is ongoing). Members are responsible to take a copy of the receipts and forms before submitting them.

REPS: If you collect forms and receipts for your school, please ensure all receipts are stapled to the appropriate form before collecting 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 General meeting. **No email copies of forms or receipts will be accepted.**

If the Canada Post strike ends, members can mail their expense form and receipts to our office. Expense forms and receipts can also be dropped off to our office c/o Halifax County PD Committee, **202 Brownlow Ave, Suite 320, Dartmouth, NS B3B 1T5**. The office mail slot is to the right of the door if the office door is locked. Please note the building itself is locked after 5pm and on weekends. Again, please ensure you take a copy for your own records.

All efforts will be made to ensure members receive their reimbursement cheques in a timely manner and will ideally be mailed. If the CUPW strike goes into January, we will make every effort to have those expense forms and receipts received before the January 15th meeting ready for Reps to take back to their schools that night. However, receipts/forms received at the next General meeting (January 15th) will not all be processed that night due to the sheer number expected. Please have patience as each claim must be verified by the PD committee and then the Finance committee will write the cheques. Ensure that your application is filled out with full name, address and receipts are clearly marked.

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

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>.

<https://nstu.ca>

Five Reasons Why Proposing Contract Ideas is Crucial for Teachers' Economic Welfare

Dec 9, 2024
Issue 15



1. **Salary Negotiation:** Proposing thoughtful ideas ensures fair salary increases that keep pace with inflation and rising living costs, safeguarding teachers' financial stability and long-term economic security.
2. **Enhanced Medical and Dental Benefits:** Teachers often face high healthcare costs. Advocating for better coverage—such as mental health, physiotherapy, or vision care—reduces personal expenses and leaves room for other priorities.
3. **Work-Life Balance and Compensation:** Addressing workloads, sick leave, and supplemental pay for extracurricular duties ensures fair compensation for all efforts, improving financial and personal well-being.
4. **Parental and Family Leave:** Strengthened maternity, paternity, and family leave policies help teachers balance family responsibilities without financial loss, fostering stability.
5. **Reimbursement for Classroom Expenses:** Teachers frequently use personal funds for classroom needs. Proposing reimbursement policies alleviates this burden, ensuring they're not subsidizing public education.

Advocating for these ideas supports better economic conditions for teachers.

Submit your proposals through NSTU's online form - <https://nstu.ca/the-nstu/communications/online-forms/submission-form-provincial-negotiations>

Or email Turk MacDonald, VP of Economic Welfare, at tdmacdonald@nstu.ca. Turk will ensure your ideas are forwarded to the correct place.

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

Deals & Discounts



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KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 63 CLASS CLIMATE

63.01 The parties under this Agreement recognize the educational desirability of having classroom climate conducive to creating conditions under which teachers are able to carry out their duties pursuant to the Teachers' Provincial Agreement.

63.02 A teacher who considers that her/his class climate is inconsistent with Article 63.01 may report the facts of the situation in writing to the Principal who shall investigate, take appropriate action, and report in writing within ten (10) school days to the teacher the action taken.

63.03 If the Principal is unable to resolve the concerns of the teacher, the teacher and/or Principal may report, in writing, the facts of the situation to a Classroom Climate Review Team. A Classroom Climate Review Team shall be comprised of a representative designated by the Regional Executive Director/Superintendent, and a representative designated by the Union.

63.04 The Team shall meet with the teacher and the Principal within ten (10) school days to review the teacher's written concerns. The teacher may be accompanied by a representative of the Union.

63.05 The Team's considerations shall include but not be limited to: (i) the physical limitations of the instructional area; (ii) the resources available to the classroom; (iii) the range of educational and behavioural needs of the students in the teacher's class.

63.06 The Team shall examine all options available within the Education Entity and make recommendations within ten (10) school days of the meeting with the teacher and the Principal or such longer period as may be agreed by the Union and the Director. The recommendation(s) of the team shall be reported to a Director determined by the Regional Executive Director/Superintendent, with a copy to the teacher and the Principal.

63.07 The Director will review and assess the recommendation(s) of the Review Team and will report back within ten (10) days to the Review Team to identify which recommendations will be implemented, if any, and will provide status updates when accepted recommendations have been implemented. The Director's decision as to whether or not to implement the recommendation(s) is final and non-grievable.

63.08 The parties recognize the sensitive nature of class climate issues, and accordingly agree that the process is to be kept confidential.