



PRESIDENT'S MESSAGE:



Winter's chill is in full force, and I hope you're staying warm during these frosty days! After last night's big game, there are certainly some happy fans out there —I know there were winners, and I hope your team came out on top!

As we dive into this month's updates, there's plenty to share, so grab a warm drink, settle in, and enjoy the read!

IMPORTANT DATES

Feb 17 Nova Scotia Heritage Day (**no classes**)

Feb 21 Inspire Award Nominations Open

NSTU's Wendie Wilson featured on 31st Legacy Poster



“Hard days are the best because that's when champions are made”
~ Simone Biles

This year's Legacy collection celebrates the power and contributions of African Canadian women including NSTU executive staff officer, Wendie Wilson who is recognized for her artistic and educational leadership. Wilson co-founded the African Nova Scotian Freedom School and created the African Nova Scotian flag. Her work in food sovereignty addresses systemic inequities, ensuring Black and Indigenous voices are at the forefront of transforming Canada's food systems.

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Organizations and Educational Resources for African Heritage Month

This year's theme is The Cloth's Memory inspired by the storytelling tradition of bogolanfini (mud cloth) from the Bambara people of Mali, celebrates four exceptional Black women including Wilson and Halifax-based poet and social justice advocate El Jones.

Wilson's Q&As including resources and ideas for lesson plans are found here:

<https://thelegacyposter.com/pages/wendie-wilson-questions-and-projectsuggestions> To order posters visit:
<https://thelegacyposter.com>

LEGACY Enterprises (LE) uses art as a powerful vehicle to educate society about the accomplishments of historic people. LE is a powerful advocate for making school spaces conducive to culturally relevant.

Maternity Parental Adoption Leave

What: This session is an opportunity to ask questions regarding maternity, parental and adoption leave

- Facilitated by NSTU Executive Staff Officer Janine Kerr

Who: Members from Halifax County, Halifax City and Dartmouth Locals are welcome to join us on Zoom.

When/Where: Tuesday, February 25 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at tdmacdonald@nstu.ca by **Sunday, February 23rd, 2025** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.



NSTU Research Repository

The NSTU is in the process of establishing a repository of academic research in education, comprising the accomplished thesis work of our members.

Have you completed a thesis in educational research? Willing to share your results to inform members' practice and understanding of public education in Nova Scotia? We would like to celebrate and promote your good work through our repository of academic research in education by NSTU members.

Members should contact our Professional Learning department via appl@nstu.ca

 NSTU Research Repository

 Professional Learning

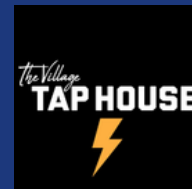
Social and Wellness events

A huge thank you to Gale Doyle and the Social and Wellness Committee for organizing two fantastic events over the past two weeks—*Dogman the Movie* and the gathering at *The Village Taphouse of West Bedford*.



Both events had an incredible turnout, and it was great to see so many colleagues come together to enjoy them.

Your efforts in planning and coordinating these events are truly appreciated. They brought our community closer and created lasting memories. Looking forward to more great events in the future!



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ATEC Student Bursary

Association of Teachers of Exceptional Children (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.

NSTU Benefits at a glance...



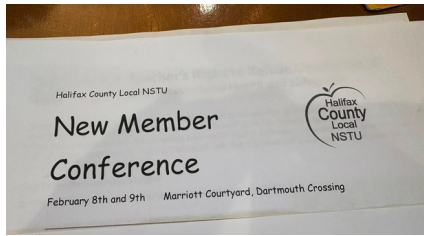
Paramedical Practitioners: What Services Do They Provide And What Coverage Do You Have?

We will be highlighting some of the services available to you through the Total Care Medical Plan over the next few Check In's.

Acupuncturist — When you actually look forward to getting needles! The general goal of all acupuncturists is the promotion, maintenance and restoration of health, and the prevention of illness. Traditional oriental medicine defines a perfect state of health as a state of balance. The key to active treatment is to identify the most important imbalances and do what is possible to shift the patient back towards this balance - *maximum of twenty (20) visits per calendar year*

Massage Therapist — Better than a bubble bath! Massage is, by far, the most widely used paramedical service amongst our plan members. A massage therapist is a professional who performs massage treatment. A massage therapist's goal is usually to relax the patient while promoting general health and well-being. Some branches of massage therapy are focused on treating specific health conditions and on addressing muscular problems. *maximum of twenty (20) visits per school year (August 1 to July 31)*
The plan reimburses you for 80% of the usual and customary charges per treatment.

New Members Conference



A huge thank you to Suzanne Rohland and the Communications Committee for hosting such an engaging

and well-organized New Members Conference this past weekend! Your hard work truly made the event a success.

Special appreciation to Wally Fiander for leading insightful and engaging sessions, and to Jonathon Sproul for his valuable contributions.

Most importantly, thank you to our members—without you, this event wouldn't have been possible. Your participation and enthusiasm made all the difference!



REGIONAL AGREEMENT (HRCE) **ARTICLE 10.18** **EMPLOYMENT EQUITY**

10.18 (i) This article applies to groups identified as including, but not limited to, African Nova Scotians or persons of African ancestry, members of other racially visible groups, Mi'kmaq/Indigenous ancestry, persons with disabilities, women in non-traditional roles, and persons belonging to sexual orientation, gender expression and/or gender identity groups.

(ii) The Regional Centre may hire up to sixteen (16) persons described in Article 10.18 (i) annually. Such persons shall be placed pursuant to Article 10.14, with the exception that a maximum of eight (8) persons hired pursuant to this article may be hired by way of a probationary contract and may apply for positions posted pursuant to Article 10.01.

(iii) The Union shall be informed of the names of any such persons hired to date at the April meeting of the Management/Teacher Committee and shall be informed of the placement of those persons placed pursuant to Article 10.14 at the September meeting of the Management/Teacher Committee. The Employer will provide the Union with the names of any such persons hired after the April meeting within two (2) working days of hire.

KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 5 **EMPLOYER'S RESPONSIBILITIES**

5.01 The Employer and/or the Education Entity(s) is/are vested with the responsibility of managing the Public School System and of operating its services. The responsibilities, subject to any Professional Agreement, include but are not limited to the following:

- (i) hiring, promoting, demoting, transferring, disciplining, or suspending teachers, or terminating teachers' contracts;
- (ii) enforcing safety, health, and fire regulations;
- (iii) changing existing facilities;
- (iv) laying off teachers because of lack of work or discontinuance of a function;
- (v) planning and controlling the quality of educational programs and services.

5.02 It is agreed that the exercise of the responsibilities enumerated in 5.01, is subject to the provisions of any Professional Agreement between the Employer and the Union or between the Union and an Education Entity and that the Employer or Education Entity shall not in the discharge thereof act in a manner contrary to any said provision.

5.03 An Education Entity shall enter into the appropriate term, probationary, or permanent contract with every teacher in its employ in accordance with the contracts set forth herein.

Provincial Executive Member Election

NSTU By-Law Article III – The Provincial Executive sub-article 8 outlines the duties of the Provincial Executive as:

The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the Teaching Profession Act, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:

- (i) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;
- (ii) provide suitable offices and equipment for carrying on the work of the NSTU;
- (iii) direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;
- (iv) determine the place and date and make arrangements for workshops and special Council meetings;
- (v) issue a post-Council press release;
- (vi) provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;
- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the Teachers' Pension Act and report thereon to the Council at the next following meeting of the Council.

Nominations

- a. Nominations for the office of Regional Provincial Executive shall be submitted on the official Nomination Form.
- b. The official Nomination Form may be found on the NSTU website.
- c. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and returned to the Executive Director or designate no later than 4:00 p.m. on the last Friday of February (the closing of nominations). **(for Spring 2025 this means Friday, February 28, 2025)**
- e. In the event that no nominations are received in a given region, the close of nominations shall be extended by two (2) weeks, and notice shall be sent to NSTU leaders from within the boundaries of the region. **(for Spring 2025 this means Friday, March 14, 2025) - continued on the following page*****

Provincial Executive Member Election cont...

Voting Day

a. The voting day shall be the third Wednesday in April. **(for Spring 2025 this means Wednesday, April 16, 2025)**

Nominations:

The official Nomination Form is submitted online at:

<https://nstu.ca/thenstu/communications/online-forms/provincial-executive-nomination-form>.

Confirmation of receipt of the Nomination Form will be emailed to the Candidate upon submission. Candidates will be contacted soon after the close of nominations regarding election procedures.



Halifax County Local NSTU

Winter Wellness Contest

What do you do for winter wellness?

Fill out the Form below to let us know!

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Weekly Giveaway
February 1-28
3 \$15 Gift Cards Every Week
Plus Entry to the Grand Prize Draw

[Enter Here](#)

**Click
HERE
to fill
in the
form**