



The CHECK IN

Feb 18, 2025
Issue 23



PRESIDENT'S MESSAGE:



Wow—what a wild stretch of weather we've had! Whether you braved the storms, shoveled through the snow (and ice), or just stayed cozy inside, I hope you made it through safe and sound. As we head into a new week, let's shake off the turbulence and look forward to brighter days ahead. They are getting longer and lighter!

Stay warm, stay safe, and have a great week!

IMPORTANT DATES

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

Feb 21 Inspire Award Nominations Open



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.



“First you dream, then you put on your walking shoes”
~ Portia White

[Organizations and Educational Resources for African Heritage Month](#)

<https://halifaxcountylocal.com/>

Nova Scotia Heritage Day

Feb 17, 2025

Celebrated the third Monday in February, Nova Scotia Heritage Day is an annual reminder of our storied past and an opportunity to honour the remarkable people, places and events that have contributed to this province's unique heritage.

This year, we honour Mi'kmaw activist Nora Bernard.

Nora was born on September 22, 1935, at Millbrook First Nation, one of seven children. When Nora was nine years old, her mother was forced to send Nora and her siblings to the Shubenacadie Indian Residential School.

Nora went on to marry and had six children. She was a mother, grandmother, aunt, wife, and Elder in her community.

Her family and community were very important to her. In 1987, she founded the Shubenacadie Indian Residential School Association and began to search for and contact other Survivors. This was the start of her fight for justice, recognition and compensation for Survivors of the Canadian Indian Residential School system.

In 1995, she launched a class-action lawsuit against the Government of Canada. This was the catalyst that led to the largest class-action lawsuit in Canadian history and compensation for Survivors across the country.

Nora died in 2007 and sadly did not witness the formation of the Truth and Reconciliation Commission which continues today to raise awareness of the residential school system and its impacts. We remember and honour her as a brave champion for her community and Indigenous people across Canada.



Access Heritage Day Education Resources

HERE

NSTU Benefits at a glance...



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

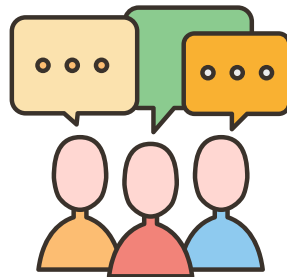
We will be highlighting some of the services available to you through the Total Care Medical Plan over the next few Check In's.

Naturopath — Nature nurtures! Naturopathy is a system of healing that aims to provide holistic or whole body health care by drawing on treatment methods from several traditional systems of medicine. Naturopathy seeks to use the natural healing powers of the body to cure itself and focuses on treating the cause of disease rather than the symptoms.

Chiropractor — When the sound of your back cracking is a good thing! Chiropractors believe the vertebrae of the spine and neck are routinely pulled out of alignment by everyday stressors and these misalignments can be the cause of many physical and mental ailments. By physically manipulating individual vertebrae or readjusting the entire spine, chiropractors hope to relieve pressures caused by these misalignments.

The plan reimburses you for 80% of the usual and customary charges per treatment to a maximum of twenty (20) visits per calendar year. Applies to both services.

GENERAL MEETINGS:



March 5 May 7
April 9 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.

NSTU Retirement Income



What: Retirement Income - In this session we will consider the following as it relates to retirement income: Living Standards Replacement Rate, Retirement Income Adequacy, Net Disposable Income, Lifetime pension, early retirement bridge benefit, Canadian Pension Plan integration, and Old Age Security.

- 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: Thursday March 20 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at tdmacdonald@nstu.ca by **Tuesday, March 18 2025** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) **ARTICLE 5**

LEAVE OF ABSENCE (excerpt)

5.01 (i) The Regional Centre shall grant a one (1) school year unpaid Leave of Absence to a teacher on a permanent contract who applies for such leave. Upon completion of the Leave of Absence the teacher's status within the school remains the same as if the Leave of Absence had not occurred; however, it should be understood that nothing in the application of the Leave of Absence will affect the status of a teacher in the school should it become necessary to apply Article 11 – Seniority and Reduction or Article 10 – Staffing.

(ii) The Regional Centre may grant an additional one (1) school year unpaid Leave of Absence to a teacher granted a Leave of Absence pursuant to Article 5.01, and who has applied for a second such leave. Teachers shall provide written reasons for the request. Upon approval of the second year Leave of Absence, the teacher's status will be surplus and the teacher's position will become a permanent vacancy and will be posted in accordance with Article 10.01. The teacher shall apply for positions pursuant to Articles 10.10 and 10.11 for the year of their scheduled return.

5.02 (i) Applications for Leave of Absence shall be submitted to the Director of Human Resource Services or designate **on or before April 1 of the school year prior to the one in which leave is desired.**

*****Please see the Regional Agreement for Article 5 in its entirety*****

Membership Registry

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Membership figures are pulled from the Registry on Monday, March 3, 2025.

NSTU reps should be updating the Membership Registry online and in real time. When an NSTU rep updates the site list, the changes are immediately made to the database ensuring the Union's membership information is current and accurate.

How To: Click on "Edit Site" you will be presented with the site list.

If the listed member is no longer at the site, click on "Employment Status" and select the reason. If the member has retired please check the "Retired" box. If you are uncertain of the reason they are no longer at the site you may select "Unknown" from the dropdown list.

If you select "New Site" from the dropdown list, another field will appear. Once you begin to type a site name into the field it will present you with options. Click on the name of the site and it will populate the field.

If a member is **MISSING** from the site:

- enter their professional number into the field above the list that says "start typing to search".
- The system will present you with a list of names which will narrow down to a single name once all the digits have been input.
- When you see the name to be input, select it. Once it replaces the number in the box select "Add". This will add the member to the bottom of the list. Will move to alphabetical order when saved.

If a member is **NOT** in the system (no match found):

- please ensure that the member completes a "Membership Information" form ([English/French](#)) and submit it to Central Office so that the member is put them into the system.
- Once they have been entered they will automatically appear on your site.
- **Until the member completes and submits the "Membership Information" form, that person will not be included in the membership database and; therefore, not in the Local's membership numbers.**

To save any changes, you **must click the "Save" button** at the top of the page. When satisfied that all the necessary changes have been made to the list simply select the box for "submit completed information" then click the "Save" button. Changes **MAY** be made after these steps.

KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 50

TRAVEL ALLOWANCE

50.01 Teachers who must travel in the performance of their regular duties (which include a specific duty assigned by the Education Entity or a meeting called by the Education Entity or an Education Entity initiated in-service) shall be paid a travel allowance the greater of thirty-four (34¢) per kilometre or the current provincial government rate for those kilometres in excess of the round trip distance between the teacher's residence and the school/site where the teacher teaches the greatest percentage of his/her time. If the teacher teaches an equal amount of time at more than one (1) school/site, then the school/site to be used in the calculation of travel allowance shall be the school/site closest to the teacher's ordinary place of residence.

50.02 The parties to this Agreement shall encourage teachers to travel together when attending the same meeting/in-service when circumstances make it reasonably practicable.

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

