



The CHECK IN

Feb 24, 2025
Issue 24



PRESIDENT'S MESSAGE:



The sun is shining, and a new term is on the horizon! This has been coming up over the last little while so I wanted to include here. Access to grades and comments in the Student/Parent Portal **is disabled from Feb. 17 to April 3** allowing teachers to work on report cards in PowerTeacher Pro. Students and parents can still access schedules, attendance, etc during this time.



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 **Monday, February 24th, 2025 at 9:00pm** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.

Cash for Classroom Deadline Reminder is Approaching Fast!!!

The PD Committee has received over 400 members' Cash for Class receipts so far. Reimbursement cheques are being mailed. Members are reminded that the **deadline to submit receipts is March 31st**. Members are also reminded that to complete the Cash for Classroom expense form with their full mailing address (including apartment number if applicable), their professional number and to attach their receipts. Please have patience when expecting your refund as the receipts have to be approved by PD and then go to the Treasurer. Any questions? Please contact Jodie MacIlreith at halifaxcountypd@nstu.ca

IN

IMPORTANT DATES

- Mar 5 General Meeting
- Mar 7 County Student Bursary applications open
- Mar 7 Elementary/Middle/Jr High Assessment and Evaluation Day
- Mar 10-14 Spring Break
- Mar 28 INSPIRE Award nominations close
- Mar 31 Cash for Class Expense Forms due

“Loving people is my greatest accomplishment.”
~ Stanley G. Grizzle

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

<https://halifaxcountylocal.com/>

INSPIRE Awards 2025

Feb 24, 2025

Issue 24

The Nominations Committee is pleased to announce that applications for the INSPIRE Awards have opened for this year.

Rationale

The INSPIRE Awards will acknowledge those members fulfilling the mandate of the NSTU in such a way as to have a positive impact on their school and colleagues. These awards will promote spirit, goodwill, connections, and excellence in education. It will also give voice and recognition to our members.

Criteria

The foundation of the awards stems from the NSTU Mission Statement:

"As the unified voice for the advocacy and support of all its members, the NSTU promotes and advances the teaching profession and quality public education."

The awards would be granted to teachers who exemplify the mission of our Union through Educational Leadership, Mentorship, Community, Passion, **and Excellence in Teaching.**

Two types of INSPIRE Awards are given:

1. The **Preman Edwards Award**, given to a Local representative or alternate (2 recipients)
2. The **Susan Noiles Award**, given to a general Local member (3 recipients)

Use the link below to access the Google Form to nominate a member:

<https://docs.google.com/forms/d/e/1FAIpQLSftskOrz4w8rpHXIGf31T4ZfxsTWwe9-d0TceydUkEMO43Pug/viewform?usp=preview>

The deadline for nominations is **Friday, March 28, 2025 at 4 pm.**

Nominations can only be made by current NSTU members.

NOTE: Members may make several nominations to one or both INSPIRE Awards.

The form is active and ready to accept nominations!!!

NSTU Benefits at a glance...



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

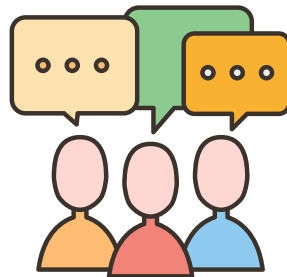
We will be highlighting some of the services available to you through the Total Care Medical Plan over the next few Check In's.

Occupational Therapist — More than just ergonomic assessments! Occupational therapists (OTs) help patients discover and achieve a balance in work, leisure, and self-care that results in a level of independence and competency in all three areas of life. Occupational therapists seek to identify potential habits within each lifestyle component that could result in compromising the health of the individual and have a real potential of leading to injury or possibly a permanent disability. While all areas of life include some degree of risk, the role of the OT is to help the client see those risks clearly and move toward behavior patterns that help minimize the risk. We currently have three OTs working at the NSTU. You can access this service privately (at 80% coverage) or at no cost to you by calling the NSTU and setting up an appointment with one of our OTs.

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

<https://nstu.ca>

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 12 - JOB SHARING** *(excerpt)*

12.03

(i) DEFINITION

Job sharing is an arrangement which involves sharing the duties and responsibilities of a permanent teaching position on a part-time basis with another teacher. The Regional Centre and Union agree that job sharing is a feasible and desirable employment option for some teachers.

(ii) ELIGIBILITY

Participation in shared teaching is available to teachers in the employ of the Halifax Regional Centre for Education at least one (1) of whom must be on Permanent Contract. The position designated as a shared teaching position shall be currently held by a Permanent Contract Teacher.

(iii) CONTRACT

Teachers sharing a teaching position shall be employed on a Term Contract as provided by the Teachers' Provincial Agreement. The teachers shall also sign a Shared Teaching Contract.

(iv) APPLICATION

The application for shared teaching and the supporting documents **must be submitted on or before March 31**. Approval of the application is at the discretion of the Centre; such discretion will not be applied in a manner that is unreasonable, discriminatory or in bad faith.

*****Continued on the following page*****

Membership Registry

Feb 24, 2025
Issue 24

Membership figures are pulled from the Registry on Monday, March 31, 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) REGIONAL AGREEMENT (HRCE) **ARTICLE 12 - JOB SHARING (CONTINUED)**

The Regional Centre shall notify the teachers concerned of the approval or denial of this prior to the start of job postings in Article 10 for the ensuing school year. If the application is denied, the Principal/Director or designate shall provide the reasons for the denial in writing upon request of the permanent teacher who owns the position. Where the application is approved, the permanent teacher will remain at that site for the ensuing school year so long as the allocation exists.

(x) SALARY

Salary will be a percentage of the teacher's annual salary based on the percentage of shared teaching time. Salary payments will be made on a regular basis for the entire school year on the same schedule as for the full-time teachers.

*****Please see the Regional Agreement (HRCE) for Article 12 Job Sharing in its entirety*****

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?

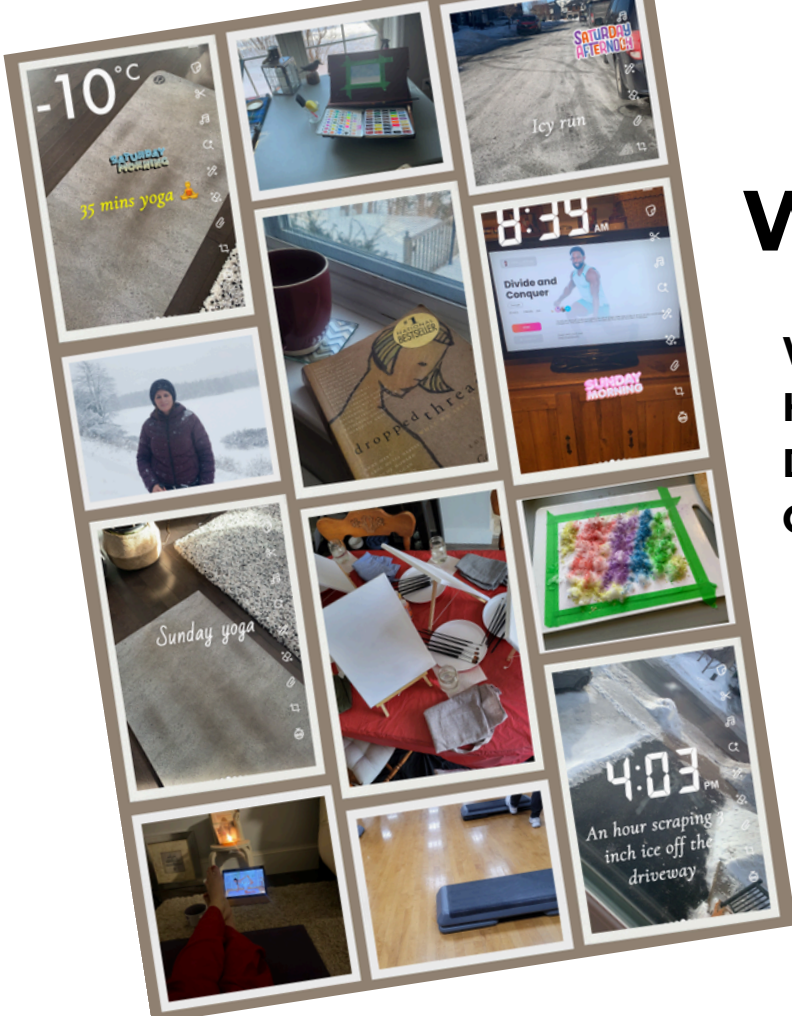
Fill out the Form below to let us know!

~~~~~

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**



Winter Wellness

Week 3 winners:

Helen Totten (Bedford South School)

Dianne McInnis (O'Connell Drive)

Cindy Ng-Ivanoff (Basinview Drive)

One more week to go - be sure to get those entries in!

