

PRESIDENT'S MESSAGE:



I hope you had a restful and enjoyable holiday break, filled with time to recharge and do what you love. As we kick off the new year, we're excited to have you back and ready to continue the amazing work you do each and every day. Let's make 2025 a year of growth, collaboration, and success!

Here's to a fresh start and a great 2025!



Happy New Year!



Marking and Preparation Time (Article 59)

Where a substitute teacher has not been hired to replace an absent teacher, another teacher can be required to temporarily give up marking and preparation time to cover. However, the covering teacher and principal should closely keep track when this occurs. Once a teacher has covered for absent teachers for a total of 150 minutes, they can schedule themselves, in consultation with the principal, to have a half day of marking and preparation time, above and beyond their regularly scheduled marking and preparation time. (Consultation with the principal is for operational reasons to ensure that a substitute is arranged.) Teachers are strongly encouraged to track and recoup lost marking and preparation time. It is important that teachers claim back lost marking and preparation time to reinforce to the employer the severity and impact of the substitute shortage.

We all know how easy it is for recording lost marking and preparation time to slip through the cracks amidst the whirlwind of daily tasks. That's why Jonathon Sproul has created a [helpful new document](#) designed to streamline the process. By keeping accurate records you can ensure you're not losing valuable time in the long run. Thank you Jonathon for looking out for our members, as usual!

Feel free to share [this resource](#) widely (see email attachment or County website for the pdf copy) —let's all benefit from an organized and efficient approach to our work!

[CLICK HERE](#)

IMPORTANT DATES

Jan 15	General Meeting
Jan 27 - 30	High School Summative Assessments
Jan 31	High School Assessment and Evaluation Day (No Classes HIGH SCHOOL ONLY)
Feb 1	John Huntley applications due

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“A new year is like a blank book, and the pen is in your hands.”

~Catherine Pulsifer

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Cash for Class - UPDATE

The PD Committee has received 97 receipts for Cash for Classrooms so far. Some reimbursement cheques have been mailed out and others will be distributed at next week's General Meeting.

Members are reminded that the deadline for receipts has been extended to March 31st. Members are also reminded that to complete the form with **their full mailing address (including apartment number if applicable), their professional number and to attach their receipts.**

Amazon receipts/invoices do not have to be in the member's name. Please have patience when expecting your refund as the receipts have to be approved by the PD committee and then go to the Treasurer.

If a member is having difficulty purchasing their items, you are encouraged to reach out to Jodie MacIlreith at halifaxcountypd@nstu.ca or the President at halifaxcountylocal@nstu.ca for assistance.

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

Conference - UPDATE

Many of our Halifax County Local members are attending excellent upcoming conferences this winter and spring. Members are reminded that when attending their conference to exercise discretion with social media activity during the conference and ensure that posts uphold the professionalism expected of an NSTU member.

Once a member returns, they must submit **original itemized receipts** (no photocopies, credit or debit slips) to the Professional Development Committee within four (4) weeks of the end date of the conference. Approved members are reminded to check their approval letter for more detailed instructions.

Halifax County has the budget for 156 people to attend a conference (up to \$800 reimbursement) and the committee has received 98 applications. Members are encouraged to take advantage of this opportunity for Professional Development Learning.

NSTU Benefits at a glance...

Optional Critical Illness Insurance

Cost Sharing:

Member pays 100%

Coverage:

- Units of \$10,000 up to \$50,000 with no medical evidence of insurability (proof of health)
- Additional amount available to a maximum of \$300,000 medical evidence of insurability required (proof of health)
- Lump sum tax free payment if diagnosed with one of the eligible critical illnesses
- 29 Conditions covered for member & spouse
- 20 Conditions covered for dependent children
- Pre-existing conditions clause applies unless you submit a medical questionnaire and are approved for coverage
- Benefits not payable for any life-threatening cancer made within 90 days following effective date and if diagnosed with one of the covered illnesses, there is a 30 day survival period
- Covered until 75th birthday for member and spouse. Dependent children covered until they are no longer eligible

Any questions?

453-9543 /1-800-453-9543

insurance@nstu.ca/nstu@johnson.ca

www.johnson.ca https://nstu.ca

John Huntley Internship

Purpose

The purpose of this program is to honour the contribution to the NSTU of John Huntley, who was an active Local leader as well as an Executive Staff Officer in 1993-94 and 1998-99. Through the provision of an internship experience for active members, this program helps fulfill Mr. Huntley's desire that all members develop a thorough understanding of the NSTU.

A few days in the life of your Union...

This internship enables 18 teachers per year to spend two days at the provincial office connecting with executive and professional services staff to learn more about their roles and responsibilities. The Fellowship is not intended as a precursor to employment with the NSTU. Rather, it is intended to provide active members with an opportunity to learn more about the NSTU by increasing their awareness and knowledge of the workings of the organization.

Application Process

Applications will be considered based on the following criteria:

- Interest in Union affairs
- Reasons for applying
- Benefit to the Union
- Regional representation

Applications **must be** received at the NSTU Central Office by **February 1, 2025** and **April 1, 2025**.

Application:

English and French

Application Deadlines:
October 1, February 1 & April 1

The John Huntley Memorial Internship Program

A few days in the life of your Union...

The purpose of the internship is for participating Members to gain insight into the inner workings of the NSTU. The program was developed to honour the contribution to the NSTU of John Huntley, who was an active Local leader as well as an Executive Staff Officer in 1993-94 and 1998-1999. Mr. Huntley's vision was for all members to develop a thorough understanding of their union.

It is not intended as a precursor to employment with the NSTU. Rather, it is intended to provide active members with an opportunity to learn more about the NSTU by increasing their awareness and knowledge of the workings of the organization.

Applications will be considered based on the following criteria:

- Interest in Union affairs
- Reasons for applying
- Benefit to the Union
- Regional representation

For further information or to obtain applications, see your school rep or visit www.nstu.ca/PD

NOVA SCOTIA TEACHERS UNION
3106 Joseph Howe Drive
Halifax, Nova Scotia B3L 4L7
Phone: 477-5621 Toll Free: 1-800-565-6788 Fax: 477-3517
Email: nstu@nstu.ca Website: www.nstu.ca

EDUWellness Grants

Maximum \$1500 per grant for a total of 10 grants.



The NSTU Group Insurance Trustees For Members-By-Members EDUWellness Grants have been established to support initiatives that promote the well-being of our plan members in an effort to recognize the tremendous work and efforts put in by members every day.

Must be a permanent, probationary or term teacher, be a member of the NSTU, PSAANS, or RTO at the time of application and can receive every 2 years.

Deadline: January 15, 2025

Please see

<https://nstuinsurance.ca/grants/the-eduwellness-grant> for application process, deadlines and all other pertinent information.

Deals & Discounts



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202 Brownlow Av. Suite 320
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P(office): 902-477-5621
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NSTU Membership Cards

The 2025 NSTU Membership Cards will be arriving at schools soon. Provincial NSTU apologises for the delay.



KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE)

ARTICLE 9 INTERNAL TEACHER EXCHANGE

9.01 An Internal Teacher Exchange Plan as agreed by the Regional Centre and the Union shall be implemented. The Regional Centre and the Union shall be individually responsible for advising the teachers of the details of the Plan. The Plan shall not be amended except by mutual agreement of the Regional Centre and the Union.

Procedures

1. Interested teachers are to apply in writing to Human Resource Services on or before February 15.
2. Applications must be submitted on the Internal Teacher Exchange Application form provided by the Human Resources Department. A teacher is responsible for securing a co-applicant for the exchange. The proposed exchange must be endorsed by Principals and where applicable, the Administrative staff concerned.
3. It is understood that all applicants must be qualified to undertake the position proposed in the exchange.
4. Final approval of all proposed exchanges will be made by the Director of Human Resource Services. Where possible, such approval will be made prior to March 31. Such approval shall not be unreasonably withheld.
5. Internal teacher exchanges shall be for a period of one (1) year's duration, with negotiation of an extension prior to February 15 of the exchange year.
6. Upon completion of the year of exchange, the teacher's status within the school remains the same as if the exchange had not occurred. It should also be understood that nothing in the application of this Plan will affect the status of a teacher in the teacher's original school or department should it become necessary to apply Article 10 - Staffing or Article 11 - Seniority and Reduction.
7. Teachers may apply to make the exchange permanent on or before February 15 of the second consecutive year or any subsequent year.