



The CHECK IN

June 2, 2025
Issue 37

PRESIDENT'S MESSAGE:

It's a big week for our Local! The Annual General Meeting is happening on Wednesday, including elections for several Local Executive positions – we hope to see many of you there to take part in shaping the year ahead. Also this week, we're marking a special milestone with the Retirement Social on June 6th, celebrating several of our County colleagues as they wrap up truly remarkable careers. Their dedication and impact over the years have helped shape our classrooms and schools for the better. Join me in congratulating them on this well-deserved next chapter!



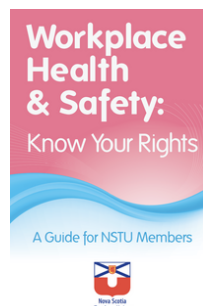
RETIREMENT EVENT 2025

We are thrilled with the interest in our retirement event. Currently, we are at capacity. Therefore, only a waitlist is available. Please contact hfxcowellness@nstu.ca if you're interested in being added to the waitlist.

Occupational Health and Safety

The NSTU is here to assist members with occupational health and safety matters and members should be encouraged to contact their NSTU Staff Officer for assistance if they are concerned about a health or safety hazard in the workplace.

<https://nstu.ca/nstu-members/member-services/protection-other-services/occupational-health-and-safety>



IMPORTANT DATES

June 4	Annual General Meeting
	Teacher Placement Process appointment times/postings open
June 5/7	Teacher Placement Process
June 6	Retirement Event 2025
June 9	First Term posting opens
June 12	First Term posting closes
June 25	Summer term posting opens
June 26	High School Assessment and Evaluation Day - <i>no classes High School only</i>

“Teaching: the only profession where you steal things from home and bring them to work.”
~ Unknown

<https://halifaxcountylocal.com/>

NSTU Email Contest



June 2, 2025

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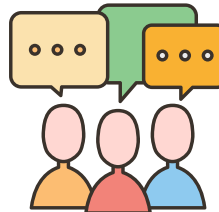
The third email draw was held on May 30th. It was broadcast on Facebook Live and you can watch it again [here](#).

To be entered in the next draw for 25 Sobeys gift cards valued at \$50 each you must update your NSTU membership profile with your preferred (non @nstu and non-employer) email address. The sooner you update your information, the more chances you'll have to win.

Congratulations to the eight (8) Halifax County Winners!!!

ANNUAL GENERAL MEETING: 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.**



The candidates running for the Local Executive positions (see Local Executive Candidate information on pages 4-7 of this Check In), as well as for the position for First Vice President (Economic Welfare and Resolutions) will all have an opportunity to address those in attendance prior to voting. Voting will be completed using electronic keypads on Wednesday evening.

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 Benefits at a glance...

Optional Group Life Insurance & Spousal Life Insurance

Cost Sharing: Member pays 100%

Coverage:

Effective May 1, 2019 - Initial Amount increased to \$100,000 member / \$50,000 spouse. The initial amount of Optional Life Insurance has increased over the years, therefore, member may be insured for a lesser amount. The initial amount of \$100,000 member or \$50,000 spouse for a new member is not subject to medical evidence of insurability. However, a 24-month pre-existing condition clause applies.

- Can apply at any time under age 65. No application beyond age 65
- At age 70, the benefit will reduce to a maximum of \$50,000. Anyone who has less than \$50,000 of coverage would continue with the lesser amount
- Can be continued to age 85
- Conversion option available

*****Above is an excerpt** - for more information:

902-453-9543 or 1-800-453-9543

[insurance@nstu.ca/](mailto:insurance@nstu.ca)
nstu@johnson.ca
www.johnson.ca

Local Executive Candidates

"The Nominations Committee is pleased to announce the candidates for the following Local Executive positions: VP - Nominating (interim), Secretary, VP - Equity & Reps, VP - Communications (interim), Member-at-Large & Treasurer. NOTE: no nominations were received for First VP/Economic Welfare & Resolutions.

Elections for these positions will take place at the **June 4 Annual General Meeting**. As per Robert's Rules of Order, additional nominations for all positions will be taken from the floor. Voting will be completed using electronic keypads. The Nominations Committee wishes to thank all candidates for putting their names forward for these positions."

VP – Nominations (interim):

Erica Ans

I'm putting my name forward for Nominating VP because I'm eager to contribute more actively to our Local. I've been teaching in Halifax County for 18 years and have served as a school rep for over a decade. I currently sit on the Nominating Committee and have previously served on both the Economic Welfare and Communications Committees. I enjoy the collaborative work this role involves and am proud of the progress we've made.

I've represented our Local at Annual Council for several years and participated in Labour Day rallies and other actions in support of public education, including those leading up to the NSTU strike.

I bring strong organizational and leadership skills from the experience I have gained through executive roles with Provincial and National Table Tennis organizations as well as my international table tennis qualifications.

I'd be honoured to serve Halifax County members as Vice President – Nominating.



Paul Murphy

Hi, I am Paul Murphy, a teacher at CPA high school. I am running for the Vice President of Nominations. I have been involved in the union for the past ten yrs as a school rep and serving on the executive of Halifax City before transferring schools and becoming a member of Halifax County. I have served on several local committees in the City and currently I am part of the Halifax County PD committee. I have also served on the Provincial Pension committee, the Provincial Health and Safety committee and currently I am on the Sheonoroil board. My main reason for becoming involved with the union was information and knowledge with which I felt needed to be shared with our members. There are numerous issues such as time, class sizes, diverse classes, lack of specialist support that I believe strongly in. The biggest issue within our union that I feel we need to address is engagement. I hope in the role of nominations to not only deal with the known roles with nominations but also to help more members become engaged and involved in the union.



Jessica Wells

I am excited to put my name forward for the role of VP Nominations with Halifax County Local. I bring strong organizational skills, attention to detail, and a commitment to fairness and transparency. I believe in the importance of inclusive representation and am passionate about encouraging a wide range of members to get involved in union leadership. I am comfortable managing timelines, facilitating clear communication, and maintaining accurate records—key aspects of this role. I am committed to upholding the Local’s constitution and ensuring all elections and committee selections are run professionally and equitably. I value collaboration, integrity, and supporting others in their leadership journeys. I am prepared to attend required meetings, contribute to planning, and maintain clear documentation to support smooth transitions. I look forward to working with the Executive and supporting the Local’s mission. I would be honoured to serve in this capacity and contribute to shaping a strong, inclusive leadership team.



Secretary:

Shelly Bembridge

I’ve been a public school teacher in Nova Scotia since 2003 and am deeply committed to student engagement, equity, and innovation. With a background in business and a Master’s degree in Social Justice Education, I bring both analytical thinking and a big-picture mindset to my work. I’m an avid grant writer, always seeking ways to secure funding that expands opportunities for students. I’m a proud disrupter of systems that don’t work and a passionate adopter of technology that helps us work wiser, not harder—supporting both learners and teachers alike.

I’ve served on the Provincial NSTU PR/PA Committee and contributed to local initiatives through the Social and Wellness Committee. Now that I’m almost an empty nester, I finally have the space and energy to give back in new ways. I’m running for Secretary to bring clear, organized, and responsive communication—and a collaborative, solution-focused presence—to our Halifax County Local team.



Sarah McCann

Hello! I'm excited to announce my candidacy for the position of Halifax County Local Secretary. With over a decade of NSTU involvement in various roles, including Local Representative, Committee Member, Annual Council Delegate, and Member-at-Large for the Halifax City Local, I am a dedicated Union member ready to bring the same level of dedication to the role of Local Secretary.

In this important role, I will bring organization, accuracy, and attention to detail. With a strong background in communication, I will ensure clear and concise record-keeping and consistent support for our Local leadership and members. This position is not just administrative—it's foundational to keeping our local strong, informed, and effective. I would be honoured to have your support as we work together to build a stronger, more connected Halifax County Local. Thank you so much for your consideration!



Deidra Peverill

Math teacher of 13 years, I am dedicated to the work of the Local and am prepared to contribute more significantly. My union involvement includes serving as an engaged school rep for five years, active member of the Local Social & Wellness Committee; Economic Welfare & Resolutions Committee; as well as the Provincial Professional Development Committee. I have also been a delegate to Annual Council for 3 years and have attended events such as rep training, various conferences, Halifax Pride Parade, Labour Day and other rallies.

Highlights of qualifications:

- Experienced NSTU volunteer
- Highly organized
- Tech savvy: spreadsheets and digital tools
- Creative: event posters, infographics, images
- Team-focused self-starter
- Due-date ninja



I am passionate about advocating for the needs of our members. I look forward to and would be honoured to bring my experience, skills, and dedication to the role of Secretary for Halifax County Local.

VP – Equity & Reps

Shelley Rigby

Fellow County Members, my name is Shelley Rigby, and I’m seeking your support to continue as Vice President of the Equity & Reps Committee. I’ve proudly served as a Halifax County School Rep for over 25 years and was a member of this committee for three years before becoming VP last year. Over the past year, I’ve helped organize a successful Rep Training at the Old Orchard Inn, two Equity events, and meals for our General Meetings—all with the help of a dedicated committee. These experiences have strengthened my commitment and prepared me to keep serving you in this role. I’m passionate about supporting our members and advancing equity across Halifax County. I’d be honoured to have your vote to continue this work.

Please show your support at the General Meeting on June 4th! Feel free to reach out with any questions to sdrigby@nstu.ca.



VP – Communications (interim)

Meg Ferguson

With 25 years of dedicated service to our Local, I will bring experience, passion, and leadership to the role. I've proudly served as our Local President, Provincial Executive, and Local Executive positions, not to mention many local, regional, and provincial committees. You have most likely seen me at Local meetings, demonstrating or taking photos at Labour Day Rallies / Pride Parades, and nearly every rally during "The Troubles" that led to our historic strike.

I believe that strong Public Relations, Public Affairs, and Communications are essential to building a strong union. If elected, I will continue this important work by helping to educate and connect our members, engage decision-makers, as well as amplify the work and wins of our Local.

I would be honoured to serve our members once again. Don't hesitate to contact me with any questions.

Meg Ferguson

mmferguson72@gmail.com



Member-at-Large

Jonathon Sproul

Fellow County Members,

With great excitement, I confirm my candidacy for a second term as your Member-At-Large (MAL) of Halifax County. After serving for 2.5 years, I once again ask for your support with the same message: appreciation and well-being for members.

During my term, I've prioritized initiatives with direct impact—updating AV/tech, launching our website, attending the Equity Conference, Article 60 committee, organizing engagement activities, and supporting events like Annual Council, Retirement celebrations, Communication Conferences, and Rep Training.

I hope my work has shown the broad skill set this role requires. I remain committed to representing our Local with pride, through hard work and a member-focused approach where no one feels unseen. With my technical and interpersonal strengths and willingness to face challenges, I aim to make Halifax County Local an even stronger home for our nearly 2,500 members.

On June 4, I ask for your vote. Let's stay #HalifaxCountyStrong!

In solidarity,

Jonathon Sproul



Treasurer

Elizabeth Thomas

Hi, I'm Elizabeth Thomas, and I'm running for Treasurer. I've been actively involved with the NSTU for over 20 years, always focused on supporting teachers in meaningful ways. I currently serve as the HRRC treasurer and previously held the same role for the Tri-County RRC in 2022-2023. Over the years, I've been part of finance committees in both my current and former locals, gaining hands-on experience with budgeting, awarding scholarships, verifying receipts, writing cheques, and reconciling monthly accounts. I'm also comfortable using Quicken, the financial software used by our local. While in my previous local, I attended two Local Presidents/Treasurers conferences, which helped strengthen my understanding of responsible and transparent financial practices. I'm passionate about organization, accuracy, and accountability—and I'd be honoured to bring that dedication to the role of Halifax County Local Treasurer.



Asking Package Submissions?



The NSTU is always looking for ways to better represent you. If you have ideas, priorities, or suggestions you'd like to see reflected in future negotiations, the NSTU wants to hear them.

Send your thoughts to **askingpackage@nstu.ca** — your input helps shape the path forward!



CONTACT

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Phasing Out of NSTU Webmail

As you may be aware, the **@nstu.ca** email address will be phased out and go offline effective July 18, 2025. This will require those of you who use your @nstu email for this purpose to provide a new email address to Medavie Blue Cross as the insurer for your Total Care Medical and Total Care Dental benefit plans and Johnson Insurance as your group benefit plan administrator. The process to update your email address is as follows:

Medavie Blue Cross

As a NSTU plan member, you can update the email address for your existing MBC account by going through the Mobile App/Member Services Site under "My Account". **Please note, this is the only way to update your email address with Blue Cross, as calling them will require you to re-register / create a new account.**

Johnson Insurance

To change your email address with Johnson Insurance, you simply need to e-mail pbadminns@johnson.ca or call 1-800-453-9543 to advise of your new email address. **Please note, if sending an email, please ensure to include your certificate number and name in the body of the email.**

2025 Teacher Staffing Timelines



June 4 (12pm)	Teacher Placement Process appointment times and postings go live
June 5 (4pm)	Teacher Placement Process begins
June 7	Teacher Placement Process continues
June 9 (12pm)	First term posting goes live
June 11	Priority Placement staffing
June 12 (12pm)	First term posting closes
June 25 (12pm)	Summer term posting goes live
Aug 18 (12pm)	Summer term posting closes
Aug 20 (12pm)	Weekly Term postings resume
Aug 21	HR Completes placements for any outstanding B.Ed Grads

Teacher Placement Process (TPP)

- Surplus (including Specialty Contract Teachers), Term II, Aggregate and Equity Term Contract teachers are invited. Teachers will apply for and rank positions in order of preference.
- After HR Services staff place you in a position during TPP, you will be listed as the Successful Applicant on myHRCE under the Successful Applicants dropdown menu and by Monday, June 9, 2025 will receive an email confirming the position you have been placed in, including an appointment letter and contract where applicable.
- **If a teacher is placed in a position they apply to, they will have no option to decline the position.**

Verifying Qualifications

In order to assess your qualifications and experience in relation to the positions you apply to, it is expected that your resume in Careers is completely up to date and that you review the Job Description when applying for positions. Your resume should include an uploaded transcript and clearly indicate the following:

- Major and minor;
- Methods courses;
- Secondary or elementary qualified; and
- Work Experience in chronological order including the percent of subjects taught each year.

Teachers applying for positions in the subject area they have been teaching for more than 5 years are not required to upload a transcript. Teachers moving into specialist positions they have not previously held or to a different subject area should upload their transcript.

*****The above information is an excerpt only from the 2025 Teacher Placement Process Memo sent via HRCE email on Friday, May 30, 2025. It is very important that if attending Teacher Placement Process (TPP) you read the entire document.**



NSTU Building Shutdown

Please be advised that the Annual NSTU building shutdown will take place from **July 21 to August 1, 2025**. Further details will be shared as they become available from NSTU Central Office.



KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA) - **ARTICLE 18 - TEACHING EXPERIENCE**

18.01 To determine a teacher's experience for salary increments for a school year, the teacher's total service shall be determined as of the first (1st) day of August of the academic school year in which the teacher applied for the recognition of service and submitted all the required documentation.

18.02 Should a teacher with partial years service complete the requirements as set forth in 18.03 or 18.04 before January 1 of any school year, the teacher shall be entitled to an automatic revision of increment effective January 1 of that school year.

18.03 If a teacher teaches or claims one hundred seventy-five (175) teaching days in the period January 1 to December 31, 1981, or any calendar year thereafter and is not eligible to receive a salary increment in August of the same calendar year, this service shall be deemed to be the equivalent of one hundred ninety-five (195) days for increment purposes and the teacher shall be eligible for an increment revision pursuant to 18.02.

18.04 In computing the number of years of a teacher's service, any school year in which the teacher was engaged in teaching for one hundred seventy-five (175) days or more, including days deemed claimable days, shall count as one (1) school year.

18.05 If a teacher is or has been engaged in teaching for less than one hundred seventy-five (175) days, including days deemed claimable days in any years of two (2) or more school years, the number of school years that may be counted shall be the whole number in the quotient of the total number of days on which the teacher was so engaged in such years, divided by the prescribed number of days in the teaching year in which the service was rendered.

18.06 Notwithstanding 18.05 herein, any teacher in a job-sharing situation, pursuant to Article 33.01 (ii)(a) shall be eligible, for increment purposes, to count one hundred seventy-five (175) days taught and claimed in a two (2) consecutive instructional year period.