



The CHECK IN

March 17, 2025

Issue 26

PRESIDENT'S MESSAGE:



I hope you had a restful and refreshing March Break! However you chose to spend your time—whether traveling, relaxing, or doing the things you love—I hope it was filled with joy and rejuvenation.

As you step back into the classroom, know that brighter days are ahead—literally! The first day of spring is just around the corner (March 20th), bringing longer days, fresh energy, and new opportunities for learning and growth. 🌱 ✨

Thank you for all that you do and welcome back!

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.

IMPORTANT DATES

- Mar 28 INSPIRE Award nominations close
- Mar 31 Cash for Class Expense Forms due
- Apr 3 Elementary/Middle/Junior High Progress Conferences and Teacher Professional Practice day - *no classes*
- High School Professional Development - *no classes*

“Spring: a lovely reminder of how beautiful change can truly be”

~ Unknown

Cash for Classroom Deadline Reminder is Approaching Fast!!!

The PD Committee has received over 400 members' Cash for Class receipts so far. The deadline for 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. If a member has any questions, please contact Jodie MacIlreith at halifaxcountypd@nstu.ca

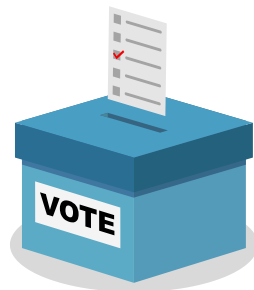
PROVINCIAL EXECUTIVE MEMBER ELECTION

As of the close of nominations for Regional Provincial Executive elections there were three names submitted for the Halifax County Region. The question that will appear on the ballot on Wednesday, April 16, 2025, will be:

Please pick your choice for Provincial Executive Member for the Halifax County Regional election (term starting August 1, 2025):

- Angela Ewing
- Dionne Reid
- Jessica Wells

Polls will be open from 6:00 a.m. to 8:00 p.m. on election day - **Wednesday, April 16, 2025**. More information will be provided as available.



Halifax County Local Bursary Application 2025

Halifax County bursaries are given to the children/stepchildren of Halifax County Local members (not PSAANS members) who are currently (2024-2025) teaching in a term or permanent position. Applicants must be graduating from High School in 2025. This bursary must be used for enrollment in post secondary education in September 2025 and cannot be deferred to another school year. The amount received by each recipient will be dependent on how many applications are received in total.

The deadline for applications is Friday, May 16th, 2025. If you have any questions feel free to email our treasurer Crystal Patterson at hfxcofinance@nstu.ca

Please pass the Google Form link on to your child to apply.

<https://forms.gle/ALJa8WZja6SQTmbu9>



INSPIRE Awards 2025

March 17, 2025

Issue 26

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.

Podiatrist/Chiropodist – *To let your feet do the talking and the walking!*

Podiatry is a field of medicine that focuses on preventing, diagnosing, and treating conditions associated with the foot and ankle by medical, surgical, or other means. Some common issues that are treated by podiatrists are problems of the feet including bunions, corns, ingrown toenails, and plantar warts.

Podiatrists prescribe orthotics when needed, treat plantar fasciitis, flat feet, hammer toes and club feet. Circulation problems in the feet due to diabetes can also be treated by a podiatrist.

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

For more information on the benefits and programs available under the NSTU Group Insurance Program, please visit the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/>.

<https://nstu.ca>

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!!!

REGIONAL AGREEMENT (HRCE) - ARTICLE 12 - JOB SHARING

12.01 A Job Sharing Plan agreed by the Regional Centre and the Union as outlined in Article 12.03, shall be continued.

12.02 The Plan shall not be amended except by mutual agreement of the Regional Centre and the Union.

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. 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.

(v) **DURATION AND REAPPLICATION**

Each Shared Teaching Contract is for one (1) year period after which time the sharing teachers shall be offered their original positions where practicable, or comparable positions within the system, or positions mutually agreed upon. To continue a shared teaching arrangement beyond a one (1) year period, both teachers must inform the Director of Human Resources or designate in writing on or before March 31. Approval or denial must be given prior to the start of job postings in Article 10 for the ensuing school year. Upon approval, both teachers must sign a new Shared Teaching Contract.

vi) **STAFF MEETINGS**

When staff meetings are held, the teacher who is regularly scheduled for duty must attend. The other teacher should, upon request, attend.

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

(vii) **ADMINISTRATIVE AND IN-SERVICE DAYS**

When an administrative day is declared, only the teacher who is regularly scheduled for duty must attend and only that teacher shall be paid. The other teacher is free to attend on administrative days.

When in-service days are declared, only the teacher normally scheduled for duty must attend and that teacher shall be paid for such days. The other teacher is encouraged to attend.

(viii) **PARENT TEACHER VISITATION**

Both teachers in a shared teaching arrangement shall be present for Parent Teacher sessions.

(ix) **SUBSTITUTION**

When one (1) member of a shared teaching arrangement is absent, the other member will be the preferred substitute where possible

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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

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT
(HRCE)

ARTICLE 12 - JOB SHARING

(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.

(xi) SENIORITY

Seniority is not interrupted by participation in a shared teaching arrangement.

(xii) BENEFITS

Teachers in a shared teaching arrangement shall receive the benefits set forth in the Teachers' Provincial Agreement for a teacher on a Term Contract. Sick leave, maternity leave and retirement allowance shall be calculated according to the percentage that the number of teaching and claimable days of the teacher is to the number of days in a school year. Total care cost sharing of premium, special leave, travel allowance, where applicable, shall not be pro-rated and all other benefits of the Agreement between the Regional Centre and the Union shall apply.



NSTU STANDING & OTHER COMMITTEES

Would you like to serve the NSTU at the Provincial Level?

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

**NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.*

- COMITÉ DE PROGRAMMATION ACADIENNE:** studies the curriculum of Acadian public schools (those schools under the authority of the Conseil scolaire acadien provincial) and reports its findings to the Provincial Executive.
- CURRICULUM COMMITTEE:** studies the curriculum of public schools and reports its findings to the Provincial Executive.
- DISTRIBUTED LEARNING COMMITTEE:** addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCEs).
- EQUITY COMMITTEE:** assists in planning the biennial Equity Conference; studies matters pertaining to the current practices, attitudes, and research regarding diversity, equity, and social justice and reports its findings to the Provincial Executive.
- FINANCE AND PROPERTY COMMITTEE:** is concerned with the overall financial plans of the Union; presents regular financial statements to the Provincial Executive; costs resolutions to Council and prepares an annual budget for presentation to Council; makes appropriate recommendations regarding costed resolutions to Council; is responsible for the general oversight of properties held or leased by the Union; and considers requests respecting major purchases.
- MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE:** coordinates the Member Services and Health and Safety biennial Conferences; reviews programs aimed at educating leaders regarding working conditions and welfare; identifies and prepares background information on bargainable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; and reviews results of most recent Provincial and Regional contract bargaining.
- POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE:** assists in planning the biennial Political Action and Public Relations Conference; recommends to the Provincial Executive opportunities for involvement in political action for NSTU members (and others) regarding government positions pertaining to public education and reviews NSTU public relations and communications programs and makes recommendations to the Provincial Executive regarding same. **Members appointed to the Committee shall represent each of the RRC's and the CSANE Local.**
- PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE:** assists in planning the annual Professional Associations Leaders Conference; reviews resolutions put forward by professional associations, advises the Provincial Executive on matters pertaining to professional associations, assists associations in carrying out their mandates, monitors the activities of associations and provides a communication channel between the Provincial Executive and Professional Associations. **Members appointed to the Committee shall be Members of a Professional Association Executive.**
- PROFESSIONAL DEVELOPMENT COMMITTEE:** assists in planning the biennial Professional Development Conference for Local Leaders; makes recommendations to the Provincial Executive regarding recipients of Educational Research Awards, Travel Fellowship, Out-of-Province Conference Grants and Full Time Study Grants; and reviews and develops programs intended to improve the effectiveness of teachers as professionals.
- SHEONOROIL BOARD OF DIRECTORS:** is an arms-length charitable agency created to fund school-based projects and research directed at reducing violence in schools; as the governing body of the Foundation, the Board develops policy, mandate initiatives, and approves project funding.
- STATUS OF WOMEN COMMITTEE:** assists in planning the biennial Status of Women Conference; studies matters pertaining to the current practices, attitudes, and research regarding the status of women in the teaching profession and in society in general and reports its findings to the Provincial Executive.
- SUBSTITUTE TEACHER COMMITTEE:** advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- I would be willing to serve on any committee.

**Applications must be received in Central Office by
Wednesday, May 28, 2025**

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<https://nstu.ca/the-nstu/structure/committees>

The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.