



The CHECK IN

March 24, 2025
Issue 27



PRESIDENT'S MESSAGE:

Spring is Here! 🌸 With the arrival of spring, staffing season is just around the corner! Be sure to check future Check-In's for important updates on staffing, job postings, and more. It's also important to keep an eye on the Know Your Contract section, as it contains valuable information you won't want to miss.



If you have any questions—whether about postings, staffing, or anything else—I'm always happy to help. Feel free to reach out!

Equity Conference expression of interest

The NSTU will be hosting the biennial Equity Conference to be held at the Barrington Hotel (1875 Barrington St, Halifax, NS B3J 3L6) on **April 11th & 12th, 2025**. This conference is an opportunity for members to learn to lead in equitable ways through professional development and networking. The ultimate goal is to create ways to build equity, diversity, and inclusion within the NSTU.

Halifax County wishes to send two (2) members to this biennial event who self-identifies as being Mi'kmaw, First Nations, Inuit, or Métis; Black, African Nova Scotian, or African descent; person of colour or racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; or a person with a disability.

Application closes on **Monday, March 24, 2025 at 2:00pm**. Please use the Google Form (<https://forms.gle/r3HromSfakuVyn2E6>) to submit your expression of interest. The successful delegate(s) will be chosen by random draw and notified promptly after closure. Registration for the conference closes on Tuesday, March 25, 2025 at 4:00pm.

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*

“Nothing ever seems impossible in spring, you know”
~ L.M. Montgomery

Cash for Classroom Deadline is Approaching Fast!!!

The PD Committee has received over 400 members' Cash for Class receipts so far. **For those who were approved for Cash for Class, please submit your receipts by March 31/25.**

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. Thank you to all three candidates for putting your names forward and for your commitment to serving our members.



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>





VOTE



Angela Ewing

for Provincial Executive

**Your
concerns are
My
concerns.**



VOTE
ANGELA EWING

04.16.2025



**Ready to represent
Halifax County**



aewing@nstu.ca

EXPERIENCE & ABILITY

01

Halifax County Teacher

An elementary teacher of almost 25 years - I share many of the same experiences and concerns of specialists, fellow teachers and union colleagues.

02

Halifax County Rep

As a school rep for many years, I understand the integral role that our reps and alternates serve and the need for their voices to be heard and shared, especially at the provincial level.

03

Nominations Committee

While participating on the Nominating Committee for 3 years I gained an understanding of the governance of both our local and the NSTU.

04

Halifax County Secretary

Completing my 4th year as our local secretary I have actively participated in making decisions to support our members. Additionally, I have actively shared ideas and voiced concerns.

ELECT

DIONNE REID

**FOR
PROVINCIAL
EXECUTIVE**



COMMITMENT TO ISSUES

**WORKPLACE VIOLENCE
TEACHER WORKLOAD
SHORTAGE OF TEACHERS AND SUBSTITUTES**

PERSONAL INFORMATION

**18 YEARS TEACHING HIGH SCHOOL IN NOVA SCOTIA
4 YEARS TEACHING ELEMENTARY IN NUNAVUT
MOM TO ONE DAUGHTER (11)
NSISP HOST FAMILY SINCE 2017**

HALIFAX COUNTY LOCAL NSTU EXPERIENCE

**SCHOOL REP: VARIOUS YEARS SINCE 2008
SOCIAL WELLNESS COMMITTEE: 2020-2023
ECONOMIC WELFARE COMMITTEE: 2024-PRESENT
REP TRAINING ATTENDEE: 2021**

PROVINCIAL NSTU EXPERIENCE

**BUSINESS EDUCATORS TEACHERS ASSOCIATION (BETA)
MAL 2019, TREASURER 2020-PRESENT
PROFESSIONAL ASSOCIATION COORDINATING COMMITTEE
2023- PRESENT
TEACHERS PENSION PLAN TRUSTEE: 2020-PRESENT (CHAIR:
GOVERNANCE AND MEMBERS SERVICES COMMITTEE)
NSTU APPOINTEE: NS PENSION BOARD OF DIRECTORS
2022- PRESENT
ANNUAL COUNCIL DELEGATE OR ALTERNATE
2020,2021,2022,2024**

CONTACT:

**PLEASE CONTACT ME VIA EMAIL, TEXT OR PHONE WITH
QUESTIONS OR TO VOICE CONCERNS**

EMAIL: DIONNE@NSTU.CA

PHONE: 902 209-0504



INSPIRE Awards 2025

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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.

Psychologist Services – *Mental health matters!* Psychologists typically provide services to manage and enhance the cognitive, behavioural, emotional, interpersonal, and physical functioning of individuals or groups of people by applying and using psychological assessment and intervention strategies, including psychometric testing and psychotherapy. As part of this work, psychologists also assess and diagnose behavioural, emotional, cognitive, and mental disorders.

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

The service providers listed above must be certified, registered, or licensed paramedical practitioners and must be approved by Medavie Blue Cross (the insurer). A Master of Social Work will be considered as an eligible service provider under Psychology Services.

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 5 - LEAVE OF ABSENCE

- 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.
- (ii) Applications for a Leave of Absence submitted after April 1 may be granted by the Regional Centre.
- 5.03 A teacher on Leave of Absence shall inform the Regional Centre on or before April 1 prior to the next school year, of the teacher's intention of returning to the system, or the teacher's position will become a permanent vacancy and will be posted in accordance with Article 10.01 be placed in a position by the Regional Centre. The teacher will be declared surplus and will only receive August payment(s) if the teacher has confirmed the teacher's return. A teacher who fails to confirm the teacher's return, before the meeting pursuant to Article 10.11 shall be placed in a position by the Regional Centre.
- 5.04 All benefits earned by a teacher up to the commencement of the Leave of Absence shall be held for the teacher while the teacher is on Leave of Absence but no usage or further accumulation of benefits shall be permitted until the teacher resumes teaching for the Regional Centre. For greater clarity, a Leave of Absence shall have no effect on a teacher's seniority.
- 5.05 An unpaid Leave of Absence of less than one (1) year may be granted at the discretion of the Regional Centre.

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 5 - LEAVE OF ABSENCE**

5.06 Applications for an unpaid Leave of Absence of less than one (1) year duration shall be delivered in writing to the Regional Centre not less than two (2) months prior to the anticipated date of commencement of leave. In exceptional circumstances the Regional Centre may grant a leave with less than two (2) months' notice.

5.07 If a teacher is granted an unpaid leave pursuant to 5.05 that is greater than twenty (20) days and takes a Leave pursuant to 5.01(i) in the school year immediately following the partial year leave, they will not be eligible to apply for a leave pursuant to 5.01(ii) or a leave that is greater than twenty (20) days pursuant to 5.05 in the immediately following school year.

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



The NSTU has been invited to submit nominations to the following committees for 2025-2026:

- Advisory Committee on Diversity and Human Rights
- Advisory Committee on French as a First Language
- Advisory Committee on Indigenous Education
- Advisory Committee on the Status of Women
- Advisory Committee on the Teaching Profession

Attached are:

Terms of Reference - CTF Advisory Committees

Please note that a curriculum vitae and a rationale (up to 500 words & preferably in both official languages) as to why you would merit this position on the committee must accompany this nomination.

Further information can be found here: <https://nstu.ca/thenstu/structure/committees/ctf-advisory-committees> Please return **no later than Friday, May 30, 2025** to: Shelly Landry by email at: shlandry@staff.nstu.ca

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



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.