

PRESIDENT'S MESSAGE:



This Friday, March 8, we recognize International Women's Day, celebrating the achievements, contributions, and resilience of women and all who identify as female. Let's take a moment to appreciate their strength, achievements, contributions and continue supporting gender equity!

And guess what? Only one week to go until March Break! ☀️ Whether you're planning a getaway or just looking forward to some well-deserved rest, the countdown is officially on! Wishing you all a fantastic week ahead!



Canada

March 8 is International Women's Day (IWD). It's a global day to recognize and celebrate women's and girls' social, economic, cultural, and political achievements. It's also a time to highlight the progress made in advancing women's rights and the ongoing efforts needed to ensure their full participation in all aspects of society.

The Government of Canada's theme for International Women's Day 2025 is **Strength in every story**.

This year's theme highlights the importance of amplifying the voices of all women, particularly those who continue to face barriers to success. Creating opportunities for women and girls unlocks their potential and drives innovation, supports Canada's economy, and helps ensure a sustainable future for all.

Every woman's story is a testament to resilience, determination, and the power of opportunity. This International Women's Day, celebrate the women and girls in your life and share their stories.

Teacher Toolkit

IMPORTANT DATES

Mar 5	General Meeting
Mar 7	County Student Bursary applications open
Mar 7	Elementary/ Middle/Jr High Assessment and Evaluation Day
Mar 8	International Women's Day (IWD)
Mar 10-14	Spring Break
Mar 28	INSPIRE Award nominations close
Mar 31	Cash for Class Expense Forms due

“
“How many more days until March Break?”
 ~ Said every teacher ever
 ”

<https://halifaxcountylocal.com/>

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

REPS: You are encouraged to bring expense forms and receipts to the Rep Meeting on Wednesday. Please have your staff sign a form saying they know you are submitting it on their behalf and ensure they have taken a copy of the receipts and form before giving it to you.



The NSTU Webmail system is being retired on July 18, 2025. To stay up-to-date please visit <http://www.nstucentral.ca> and update your member registry profile.



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>

Google Form opens for applicant submissions on **FRIDAY, MARCH 7, 2025**



INSPIRE Awards 2025

March 3, 2025

Issue 25

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.

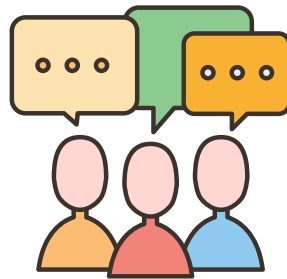
Osteopathy — *The link between the structures of the body and the way it functions!* Osteopathy is a way of detecting and treating inner parts of the body such as muscles, ligaments, nerves, and joints. It assists the body to function as a balanced and efficient system. Once balanced, the body will function with minimum wear and tear which enables it to have better function and more energy. Osteopathic practitioners use specialized skills to identify restrictions and tensions of the tissues in the body. Their specific techniques ease those restrictions which allows for normal physiology to continue.

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>

GENERAL MEETINGS:



March 5
April 9

May 7
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.

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KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA) **ARTICLE 39 - DEFERRED SALARY LEAVE PLAN (excerpt)**

39.01 A Deferred Salary Leave Plan as agreed by the Employer and the Union, Appendix B, shall be implemented.

39.02 The Employer shall be responsible for advising Education Entities of the details of the program.

39.03 The Union shall be responsible for advising the teachers of the details of the program.

39.04 The program shall not be amended except by mutual agreement of the Employer and the Union.

APPENDIX B

Purpose

.01 The Deferred Salary Leave Plan will afford teachers the opportunity of taking a one (1) year or the equivalent of a six (6) month leave of absence, and through deferral of salary, finance the leave.

Eligibility

.02 Any teacher who holds a permanent contract with an Education Entity is eligible to participate in the Plan.

Continued on the following page

Membership Registry

March 3, 2025
Issue 25

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)

TEACHERS' PROVINCIAL AGREEMENT (TPA) **ARTICLE 39 - DEFERRED SALARY LEAVE PLAN (CONTINUED)**

Application

.03 A teacher must make written application to the Regional Executive Director/Superintendent on or before April 30th of the school year prior to the school year deferment is to commence, requesting permission to participate in the Plan.

.04 Written acceptance, or denial, of the teacher's request, with explanation, shall be forwarded to the teacher by June 15th in the school year the original request is made.

.05 Approval of individual requests to participate in the Plan shall rest solely with the Education Entity and a refusal by the Education Entity to approve an application shall be final and non-grievable.

*****Please see the Teachers' Provincial Agreement (TPA) for Article 39 Deferred Salary Leave Plan and Appendix B in its entirety*****

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

Halifax County Local Conference Grant Update

Over 114 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** by mail or in person (do not submit receipts via email) 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. We have the budget for 156 people to attend a conference (up to \$800 reimbursement) so there is funding for another 42 applications. Members are encouraged to take advantage of this opportunity for Professional Development Learning.

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



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Winter Wellness



Week 4 winners:

**Mary Ledger, Halifax Regional Arts
Julianne Gallant, Millwood High
Suzanne Brna, Horizon Elementary**

