



# The CHECK IN

March 31, 2025  
Issue 28



# IN

## PRESIDENT'S MESSAGE:



As we enter what may be an extra busy time with staffing season approaching, I encourage you to be kind to yourselves and support one another. Your hard work and dedication do not go unnoticed. I hope that this Thursday brings you a productive day—whether you're engaged in professional development or focusing on teacher-directed activities and Parent-Teacher conferences. Take care and thank you for all that you do!

## Equity Event 2025



Brainy Buttons

Come join your fellow County NSTU members on **Sunday, April 13th from 1:30 - 3:30pm** at the Bedford Hammonds Plains Community Centre for a "Brainy Buttons" workshop and information session about 'autism acceptance and the acceptance of the neurodivergent community one button at a time!' with HRCE student Naphtali.

The event will consist of a presentation about autism and neurodiversity, with Naphtali sharing her experiences, hopes for the future and what the autistic community wishes teachers knew. Along with the presentation, Naphtali will lead a button making session where participants can design and create their own buttons with messages to promote diversity and acceptance.

Google Form registration (<https://forms.gle/oiPmPLrr9GCbNxfd9>) will be **open on Monday, March 31 at 6:00pm** and will **close Sunday, April 6 at 6:00pm**.

A random draw will be held should we exceed 25 applicants.

**Participants will be contacted via email or text on Monday, April 7th.**

**[Register Here](#)**

## IMPORTANT DATES

- 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*
- Apr 9 Local General Meeting
- Apr 15 Pre-Annual Council Meeting
- Apr 16 CONTACT and Committee applications open

“Flowers don't worry about how they're going to bloom. They just open up and turn toward the light and that makes them beautiful.”  
~ Jim Carrey

<https://halifaxcountylocal.com/>

# 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](mailto: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](mailto: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](mailto:DIONNE@NSTU.CA)**

**PHONE: 902 209-0504**





# Staffing and Teacher Status



March 31, 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.**

**Speech Therapist** — *Say what? Say anything!* Speech therapists work with patients who have a variety of speech-related disorders. These disorders can include the ability to produce certain sounds, speech rhythm and fluency problems as well as voice disorders. Speech therapists use written and oral tests, as well as special instruments, to diagnose the extent of impairment and to record and analyze speech, language and swallowing irregularities. Once a patient has been assessed, they develop an individualized plan of care tailored to each patient's needs.

*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*

HRCE, in collaboration with the Halifax Region Local Presidents (Halifax County, Halifax City, and Dartmouth), will be hosting a session on **Staffing and Teacher Status for Substitute, Term, Term II and Aggregate teachers** on **April 16, 2025**.

This session will cover topics such as teacher status, factors that affect status, how to apply for positions, and key contacts etc. The session will be one hour in length and will include an opportunity for questions.

Please keep an eye on your HRCE email for registration information.

**HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS AND COMMUNITIES?**

**We can help you turn your idea into a useful practical program!**

If you, your class, or your colleagues have ideas to share with other teachers and classrooms in Nova Scotia, get a Sheonoroil Project Application From [sheonoroil.nstu.ca](http://sheonoroil.nstu.ca).

**Our Mandate**  
is simple. The Sheonoroil Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school students working in cooperation with a teacher advisor(s).

**Our purpose**  
is to support research, inquiry, reflection, writing, distribution of information and interventions which focus on all forms of peaceful schools initiatives.

**Our Pledge**  
is to award funding grants for peaceful school programs that have a direct and immediate impact on public school classrooms, students, administration and community.

**PROJECT APPLICATION MAILING ADDRESS**  
Sheonoroil Foundation Project Review Committee  
3106 Joseph Howe Drive, Halifax, NS B3L 4L7

**DEADLINES**  
November 8, 2024  
April 11, 2025

**SHEONOROIL FOUNDATION**

Application available at:

<http://sheonoroil.nstu.ca/grants/applications>

**Applications close: April 11, 2025**

**KNOW YOUR CONTRACT(S)****REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING****Postings 10.01**

- 10.01 (i) (a) The Regional Centre shall post a minimum of two (2) rounds of postings. Each round shall include all vacant positions of which the Regional Centre is aware. All rounds of postings shall occur after schools have received their staffing allocations and after the notices of assignment have been given to permanent and probationary teachers pursuant to Article 10.05. All positions posted in one round must be filled and the successful applicants' names posted prior to the commencement of the following round. Where a position remains unfilled the reason will be posted on the website prior the commencement of the following round.
- (b) Notwithstanding 10.01 (i) (a), in the event that the Regional Centre is unable to issue Notices of Assignment by May 10th in any school year, the Regional Centre shall post a minimum of two (2) rounds of postings where at least one (1) round of posting occurs after schools have received their staffing allocations and after the notices of assignment have been given to permanent and probationary teachers pursuant to Article 10.05. Each round shall include all vacant positions of which the Regional Centre is aware. All positions posted in one (1) round must be filled and the successful applicants' names posted prior to the commencement of the following round. Where a position remains unfilled the reason will be posted on the website prior to the commencement of the following round.
- (c) The Regional Centre shall provide notice to the Union of the implementation of Article 10.01 (i) (a) or (b) by May 1 in each year. Such notice shall include the reasons for implementation.
- (ii) Vacant positions shall be posted for three (3) working days and shall be open for application from permanent and probationary teachers only. Only the information provided at the time of application will be considered.
- (iii) Permanent and probationary teachers shall apply for a posted position via the Regional Centre's on-line application process. The Regional Centre may meet with any number of applicants to review competence and qualifications for a position before offering a position to the teacher. Where the Regional Centre determines that more than one (1) candidate is competent and qualified by training and/or experience relevant to the position, the position shall be offered to the applicant with the greater seniority.
- (iv) A successful applicant in one (1) round of postings shall have the opportunity to apply for positions which become available in subsequent rounds.

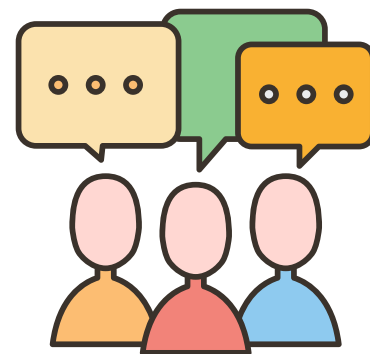
## **REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING**

- (v) A vacancy pursuant to Article 10.01 (i) shall be defined as:  
(a) a position which becomes available as a result of retirement, resignation, dismissal for just cause, death, a newly created position in combination with any internal reallocation of teachers within the school; (b) positions which become available as a result of filling positions described in Article 10.01 (v) (a) and in Article 10.04 (i) and (iii).
- (vi) Vacancies as defined in Article 10.01 (v) (a) that were not posted on the last round of postings pursuant to Article 10.01 (i) shall be filled as one (1) year only positions for the ensuing school year and shall be posted on the first round of postings the next school year.
- (vii) If the position awarded pursuant to Article 10.01 ceases to exist as a result of school reduction pursuant to Article 10.06, or the teaching assignment is substantively changed, the teacher has the right to return to the teacher's original position or to a mutually agreeable position.
- (viii) Where the posted qualifications for a position are altered because the position requirements have substantially changed, the position shall be re-posted.
- (ix) The name and the position of the successful applicant for all posted positions shall be posted on the Regional Centre's website within ten (10) days of filling the position.

## **GENERAL MEETINGS:**

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.

# 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](mailto: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](http://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](mailto:nstu@nstu.ca) Website: [www.nstu.ca](http://www.nstu.ca)





Halifax  
County  
Local

# ART CONTEST

HOW  
TO  
SUBMIT



Create ANY piece of art and email description to Jonathon Sproul!

**Both digital and physical art encouraged!**

(Pick-up / delivery of art arranged later, via email)

Deadline  
Extended To:  
April 11th, 2025

It's Time For A  
**REFRESH**  
In Our Local  
County Office!

Contest Open To:  
Hfx County Members &  
Friends And Family  
(of County Members)

Submissions Due By:  
~~March 31st, 2025~~  
(send to [jonathonsproul@nstu.ca](mailto:jonathonsproul@nstu.ca))

Accepted Forms:  
Any and ALL Art!  
Digital Designs, Canvas,  
Textiles, Sculptures, etc.



Prizes to be won!  
All art submissions  
will be displayed at our  
County Local Office.  
(All entries will go into a  
draw for prizes!)