

PRESIDENT'S MESSAGE:

This year's Education Week theme, Empowering Futures: Innovation in Education, celebrates the creativity and commitment of educators, school staff, and partners who are preparing students for a rapidly changing world. Through inclusive practices, global perspectives, and technology, you are building dynamic learning environments that spark curiosity, critical thinking, and collaboration.

Congratulations to all our members—your innovative work is truly shaping the future!



Black Excellence Day

Black Excellence Day whose inaugural celebration took place on June 17, 2022 continues to highlight the brilliance, achievements, and talents of African Nova Scotian students and students of African ancestry.

This year's celebration of Black Excellence which will take place on May 15, 2025 in schools across the province provides an opportunity for every student, teacher, and administrator to acknowledge and recognize the past and present achievements, stories, art, innovations of each and every person within the diaspora.

Afrocentric education places Black students at the centre of their education by highlighting Black excellence in courses such as math and science— Black mathematicians, scientists, as well as artists and writers, are emphasized in an Afrocentric classroom in order to lead Black students to feel entitled to these academic fields. (Canadian Teacher, 2022)



IMPORTANT DATES

May 12-16	Education Week
May 12	First Permanent Posting Round closes
May 15	Black Excellence Day - <i>Culturally Significant Day</i> schools OPEN
May 16	County Local Student Bursary Applications close
	Local Executive and Committee Applications close
May 19	Victoria Day - <i>no classes</i>
May 21	Final Permanent Posting Round opens

“Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach the stars to change the world”
~ Harriet Tubman

<https://halifaxcountylocal.com/>

Equity Event 2025 - Beading Workshop

Come join your fellow County NSTU members on Sunday, May 25, 2025 at the Bedford Hammonds Plains Community Centre. Two beading workshop sessions will be offered: 1:30-2:30 and 2:45-3:45.

Presenter Bio: Priscilla (Cilla) Babin-Halsey is a member of the Halifax County Local, teaching at and representing Astral Drive Elementary within our Local. Cilla teaches Core French and has taught immersion and Core French within our region for twenty years having taken breaks to teach internationally as her family life led her. As an adult she has connected deeply with her Mi'kmaq culture, weaving new learnings and understandings into her daily life at home and in her classroom. Beading is one way that Cilla connects with and expresses her Mi'kmaq identity and she looks forward to sharing that with the fellow members of our Halifax County Local. Full bio located in the Google form.

Google Form (<https://forms.gle/UpL6g5H77LaykYcZ9>) will be open on Tuesday, May 6 at 6:00pm and will close Friday, May 16 at 6:00pm.

A random draw will be held should we exceed 10 applicants per session.

Selected applicants will be notified the evening of Friday, May 16th.

- Your Reps & Equity Committee



Halifax County Local Bursary Application 2025

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>

May 12, 2025

Issue 34

NSTU Benefits at a glance...

The Chronic Disease Program – Offered Through Carepath Digital Health

Provides comprehensive and personalized support to members, spouses and their families in the event of illness or other health crises.

The **Chronic Disease Program** is led by Nurse Case Managers who act as partners and advocates for you and your family. Once connected with a Nurse Case Manager who is a specialist in your disease or condition, you will have a single point of contact to ensure continuity of care.

The **Chronic Disease Program** services include:

- Comprehensive health assessment
- Explanation of diagnosis, tests, and treatments.
- Education on how to manage symptoms to minimize treatment side effects.
- Facilitate access to diagnosis tests, treatments, and clinical trials.
- Ongoing virtual nursing support, health education, and coaching throughout navigation to ensure the individual has the information needed to make informed health care decisions.
- Virtual second opinion when needed.

*Excerpt - see

<https://www.carepath.ca/> for more

2025 Teacher Staffing Timelines



May 7	Notices of Assignment given to Permanent/Probationary teachers
May 7 (12pm)	First permanent posting goes live
May 12 (12pm)	First permanent posting closes
May 15	First permanent posting placement complete; check Successful Applicants list
May 21 (12pm)	Final permanent posting goes live
May 26 (12pm)	Final permanent posting closes
May 26 (12pm)	Article 10.04 posting goes live
May 29 (12pm)	Article 10.04 posting closes
May 29	Final permanent posting placement complete; check Successful Applicants list
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

Important to Note:

During the permanent posting rounds and during the Teacher Placement Process (TPP) teachers are required to rank the positions they apply to, in order of preference. Rankings will be relied on by HR Services to place you in a position. Rankings along with seniority and qualifications will determine the position teachers are placed in. Please note that ranking a position #1 does not guarantee that you will be placed in that position, as a more senior qualified applicant may be placed or it may be determined by HR Services that there were no qualified applicants for the position.

Permanent Posting Rounds Process

- Permanent and probationary status teachers will apply for and rank positions in order of preference.
- HR will place teachers in a position for which they apply to, and are qualified for, in order of seniority and ranking, if it is available.
- **If a teacher is placed in a position they apply to, they will have no option to decline the position.** Therefore, it is important that teachers only apply to positions they are willing to be placed in.
- Successful applicants will be posted on Successful Applicants on myHRCE as positions are being filled by HR. Since this is a live system, please note that placements are subject to change if you're viewing these prior to the completion of the staffing process, May 15, 2025 and May 29, 2025.
- If you are listed as the Successful Applicant upon completion of the staffing process for the first permanent posting round, you are expected to email the Principal of your current school to advise them of such. Please follow the same process if you are the Successful Applicant for position in the final permanent posting round.

*****The above information is an excerpt from the 2025 Teacher Staffing Memo sent via HRCE email on Tuesday, April 22, 2025.**

Local Executive position applications:

The Nominating Committee will open the following forms on Wednesday, April 16, 2025:

Local Executive Nominations:

1st VP/Economic Welfare & Resolutions:

<https://docs.google.com/forms/d/e/1FAIpQLScWPSz9ytCs0HD7NSXcxJfycXteR2uNhmj2Hgzfcc0ZtpQIBQ/closedform>

VP - Communications (interim):

https://docs.google.com/forms/d/e/1FAIpQLSd5yfd4ZM_Q-hiBiCqasDAW2Yu-sBC-8LAjzp0Uxr1ZOyz9A/closedform

Secretary

https://docs.google.com/forms/d/e/1FAIpQLScoHNnUtmAQc9rmaxBa_4i-1I5ec1CguGL9M5SELkySPXpRAA/closedform

Member-at-Large:

<https://docs.google.com/forms/d/e/1FAIpQLSfa-2YHaUp9WA6XX23hG-nFkDM2ucM5disgOANJ4FJaoCc-OQ/closedform>

VP - Finance (Treasurer):

https://docs.google.com/forms/d/e/1FAIpQLSdxAOc6HFoSsAfe6HNDUHEhXx1YvA1BB_tafMN_Jpc5b_yyEw/closedform

VP - Equity & Reps:

<https://docs.google.com/forms/d/e/1FAIpQLSeV9-X5KobVRuMddWWABexeaSBXnBNHsnfV9hMhDuV9pCs27w/closedform>

VP - Nominations (interim):

<https://docs.google.com/forms/d/e/1FAIpQLSeCRI1yD2UR0oYz98hHKMUbOrq8UISWfvdP07hAd2nhpxxG0Q/closedform>

All Local Executive application forms **will close on Friday, May 16 @ 4pm**. Local Executive elections will be held at the June 4 AGM.

NOTE: It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominations Chair receives the form submission! Any questions or concerns should be directed to Jason Jennings (hfxconominations@nstu.ca)



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EDUWellness Grant Brings Meaningful Impact to NSTU Members

May 12, 2025
Issue 34

We would like to extend our heartfelt thanks to Cindy Ng-Ivanoff for applying for—and securing—an NSTU EDUWellness Grant through the NSTU Group Insurance Trustees.

These For Members-By-Members

grants are designed to support initiatives that enhance the mental health and overall well-being of plan members across Nova Scotia. They aim to recognize the extraordinary dedication of our educators by helping create opportunities for rest, growth, and resilience.

Thanks to Cindy's efforts, attendees were thrilled to welcome Dr. Ashley Margeson, ND for an empowering and deeply insightful session titled "Empowering Educators: Strategies for Teacher Wellbeing & Burnout Prevention." Dr. Ash, as she's known, reminds us that wellness isn't just about feeling better—it's about creating capacity for lasting impact in our personal and professional lives.

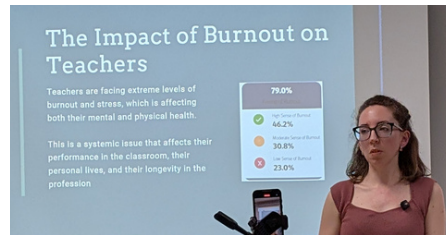
The session, offered both in person and virtually to NSTU members across the province, provided a wealth of tangible strategies and powerful takeaways. Highlights included:

- The Teaching Heartbeat: A framework for understanding the unique burnout cycle in education and how to navigate it with resilience.
- Systemic Change & Personal Strategies: A dual focus on addressing systemic challenges while equipping educators with practical, high-impact tools.
- Recognizing Burnout Early: Proactive methods to spot burnout warning signs and make meaningful changes before reaching a breaking point.
- Creating a Culture of Well-Being: Actionable ideas for fostering healthier school environments that support sustainable teaching practices.

This session was not only inspiring—it was immediately applicable. Attendees left with renewed energy, clear insights, and concrete strategies to enhance their well-being.

Thank you so much, Cindy, for making this incredibly valuable evening possible! Your initiative has made a lasting impact on our members.

Remember - Keep tossing those pebbles, throwing the stones and creating big waves!



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!

Parachute: Pan-Canadian Survey Series – Attrition

The Spring 2025 edition of Parachute: pan-Canadian educator survey series is now open.

This edition of Parachute examines factors and contexts of educator attrition in K-12 public education.

Win Weekly Prizes!

Fill out the survey for your chance to win:

- \$1500 EQ3 shopping spree (1 per week)
- \$100 Bookstore Gift Cards from McNally Robinson or Librairie du Soleil (5 per week)

<https://www.ctf-fce.ca/take-action/parachute/>

Social Gathering - Eastern Shore

What: come out and relax while enjoying the company of colleagues. Snacks and beverages will be served.

Where: Sober Brewing Taphouse, 22462 Hwy 7, Sheet Harbour NS B0J 3B0

When: Friday, May 23/25 from 3:00 - 5:30pm

How: signup using the Google Form

https://docs.google.com/forms/d/17GfX27QlWO9C8SQpcDmTfis1X4h8JNZMYUfaex4Befw/viewform?edit_requested=true



Standing Committee Applications

Please fill in the following Google Form if you are interested in serving on a committee at the Local level:

https://docs.google.com/forms/d/e/1FAIpQLSdpObqEqRiYDUENUu6e6oWTB9wFrd_drh4Opt6SNlzkuoJuAA/closedform

KNOW YOUR CONTRACT(S)

Regional Agreement (HRCE)

Vice Principal (VP) Relief Positions

10.29 Up to thirty-five (35) schools with a teaching Vice Principal will be given the option to hire any term teacher with term rehire rights to fill the VP relief position without posting the position, provided the term teacher is qualified. If a term teacher accepts a position pursuant to this article the Regional Centre shall have met its obligation, pursuant to Article 10.14, to that term teacher. The Regional Centre will advise the Union of the term teacher's name, school and percentage of position awarded prior to the commencement of the meeting pursuant to Article 10.11.

10.30 If the Principal chooses not to fill the VP relief position pursuant to this article, the VP relief position shall be posted and filled in accordance with Article 10.

10.31 Selections shall occur after the Principal receives the staffing allocations for the upcoming school year and prior to the commencement of the meeting pursuant to Article 10.11. Specific dates will be communicated to Principals each year by Human Resource Services. Principals shall submit a VP Relief Application to the Human Resource Manager who will approve such application prior to the commencement of the meeting pursuant to Article 10.11. Approval will be given on a year by year basis.

NOTE: CURRENT COMMITTEE MUST RE-APPLY EACH YEAR TO BE CONSIDERED FOR COMMITTEES FOR THE NEXT YEAR!

All committee application forms will close on **Friday, May 16 @ 4pm**. Next year's committee will be announced at the AGM on June 2/25.

NOTE: It is advised to complete & submit all forms using a desktop or laptop computer and not a cell phone to make sure the Nominations Chair receives the form submission! Any questions or concerns should be directed to Jason Jennings (hfxconominations@nstu.ca)

Social Gathering at the Sober Brewing Tap House, Sheet Harbour



Friday, May 23

3:00 - 5:30 pm

Come out to relax and enjoy some
food & beverages with colleagues.

Click [LINK](#) to register!

Registration closes May 20