




The

# CHECK IN

May 20, 2025  
Issue 35

## PRESIDENT'S MESSAGE:



As the end of the school year draws closer, and our lives may get even busier, I encourage you to continue to stay engaged in County events—your involvement makes a difference! Be sure to read the profiles of the candidates running for our upcoming Executive positions and get to know the incredible individuals stepping up to lead. Don't miss our General Meeting on June 4th— this is an amazing group of educators and dedicated Unionists, and I have no doubt that our members will be in good hands. Let's show up, stay informed, and support each other!

## HRCE Consultation

On Wednesday, May 14, Halifax Regional Centre for Education (HRCE) shared the opportunity for students, families, staff, SACs and community members to weigh in on a new initiative that aims to shape the future of learning and growth in HRCE. This consultation will be done using ThoughtExchange, which means it is anonymous. We encourage you to take the time to review this information and to participate by clicking the link sent to your HRCE email. The more voices captured, the better the insights will be to help HRCE leadership plan for the future.

The Halifax Regional Local Presidents met with Steve Gallagher to discuss this initiative and have also confirmed with him that it is totally anonymous. Please consider taking the time to participate and feel free to speak your truth. We do our best to bring your issues forward and this is one more avenue to inform, especially when given this anonymous platform to do so. This is your opportunity to speak up in order to have your voice heard first hand by those making the decisions affecting you and your students.

## IMPORTANT DATES

May 21	Final Permanent Posting Round opens
May 26	Final Permanent Posting Round closes
May 26	Article 10.04 Posting Round opens
May 29	Article 10.04 Posting Round closes
June 4	Annual General Meeting
	Teacher Placement Process appointment times/postings open
June 5/7	Teacher Placement Process

“Take up the space. Laugh loud. Embrace the chaos. Find simplicity in the stillness. Get comfortable being uncomfortable. And choose grace over guilt as often as possible.”  
~ Dr. Ashley Margeson”

<https://halifaxcountylocal.com/>

# Education Week 2025

May 20, 2025

Issue 35

Congratulations to Alicia Hennessey on being one of the HRCE recipients of the Education Week 2025 award!



Alicia's passion for environmental sciences is deeply rooted in her connection to Mi'kmaq culture and this is evident in every aspect of her teaching. Alicia partners with organizations like Brilliant Labs, GOMI, and the COVE Marine Innovation Hub to offer innovative and dynamic programming to students. Students tackle real-world environmental challenges and use innovative approaches to resolve them. Alicia expertly integrates fieldwork and lab experiences into her curriculum, often taking students on educational trips to local watersheds, the COVE, and Halifax Fine Arts labs.

Her commitment to inclusivity is demonstrated by her dedication to Mi'kmaq education, as well as her piloting of the Netukulimk 12 course.

Alicia is an outstanding teacher who is passionate about ensuring all students excel.

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



## NSTU Benefits at a glance...

### Voluntary Accidental Death and Dismemberment

**Cost Sharing:** Member pays 100%

#### Coverage:

If under age 70 coverage available in amounts from \$5,000 to \$300,000

If age 70 to 74 inclusive, the coverage available is \$5,000 to \$100,000, however, there is no coverage for Permanent Total Disability, Home-Maker Weekly Indemnity and Hospital Indemnity. Coverage for loss of life, loss of limbs or loss of use of limbs, etc. as per schedule.

For members with a spouse and/or dependent children, family coverage as per schedule. If you have a spouse and / or eligible dependent children, you are automatically insured for family coverage.

- 24 hour, 365 day coverage.
- Repatriation Benefit.
- Education Benefit.
- Day Care Benefit.
- Rehabilitation Benefit.
- Spousal Retraining Benefit.
- Workplace Modification Benefit.
- Child Enhancement Benefit.
- Permanent Total Disability.
- Family Transportation Benefit.

**Above is an excerpt** - for more information:

902-453-9543 or 1-800-453-9543  
[insurance@nstu.ca/](mailto:insurance@nstu.ca)  
[nstu@johnson.ca](mailto:nstu@johnson.ca)  
[www.johnson.ca](http://www.johnson.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

# Local Executive Candidates

"The Nominations Committee is pleased to announce the candidates for the following Local Executive positions: VP - Nominating (interim), Secretary, VP - Equity & Reps, VP - Communications (interim), Member-at-Large & Treasurer. NOTE: no nominations were received for First VP/Economic Welfare & Resolutions.

Elections for these positions will take place at the **June 4 Annual General Meeting**. As per Robert's Rules of Order, additional nominations for all positions will be taken from the floor. The Nominations Committee wishes to thank all candidates for putting their names forward for these positions."

## VP – Nominations (interim):

### Erica Ans

I'm putting my name forward for Nominating VP because I'm eager to contribute more actively to our Local. I've been teaching in Halifax County for 18 years and have served as a school rep for over a decade. I currently sit on the Nominating Committee and have previously served on both the Economic Welfare and Communications Committees. I enjoy the collaborative work this role involves and am proud of the progress we've made.

I've represented our Local at Annual Council for several years and participated in Labour Day rallies and other actions in support of public education, including those leading up to the NSTU strike.

I bring strong organizational and leadership skills from the experience I have gained through executive roles with Provincial and National Table Tennis organizations as well as my international table tennis qualifications.

I'd be honoured to serve Halifax County members as Vice President – Nominating.



### Paul Murphy

Hi, I am Paul Murphy, a teacher at CPA high school. I am running for the Vice President of Nominations. I have been involved in the union for the past ten yrs as a school rep and serving on the executive of Halifax City before transferring schools and becoming a member of Halifax County. I have served on several local committees in the City and currently I am part of the Halifax County PD committee. I have also served on the Provincial Pension committee, the Provincial Health and Safety committee and currently I am on the Sheonoroil board. My main reason for becoming involved with the union was information and knowledge with which I felt needed to be shared with our members. There are numerous issues such as time, class sizes, diverse classes, lack of specialist support that I believe strongly in. The biggest issue within our union that I feel we need to address is engagement. I hope in the role of nominations to not only deal with the known roles with nominations but also to help more members become engaged and involved in the union.



**Jessica Wells**

I am excited to put my name forward for the role of VP Nominations with Halifax County Local. I bring strong organizational skills, attention to detail, and a commitment to fairness and transparency. I believe in the importance of inclusive representation and am passionate about encouraging a wide range of members to get involved in union leadership. I am comfortable managing timelines, facilitating clear communication, and maintaining accurate records—key aspects of this role. I am committed to upholding the Local’s constitution and ensuring all elections and committee selections are run professionally and equitably. I value collaboration, integrity, and supporting others in their leadership journeys. I am prepared to attend required meetings, contribute to planning, and maintain clear documentation to support smooth transitions. I look forward to working with the Executive and supporting the Local’s mission. I would be honoured to serve in this capacity and contribute to shaping a strong, inclusive leadership team.



**Secretary:**

**Shelly Bembridge**

I’ve been a public school teacher in Nova Scotia since 2003 and am deeply committed to student engagement, equity, and innovation. With a background in business and a Master’s degree in Social Justice Education, I bring both analytical thinking and a big-picture mindset to my work. I’m an avid grant writer, always seeking ways to secure funding that expands opportunities for students. I’m a proud disrupter of systems that don’t work and a passionate adopter of technology that helps us work wiser, not harder—supporting both learners and teachers alike.

I’ve served on the Provincial NSTU PR/PA Committee and contributed to local initiatives through the Social and Wellness Committee. Now that I’m almost an empty nester, I finally have the space and energy to give back in new ways. I’m running for Secretary to bring clear, organized, and responsive communication—and a collaborative, solution-focused presence—to our Halifax County Local team.



**Sarah McCann**

Hello! I'm excited to announce my candidacy for the position of Halifax County Local Secretary. With over a decade of NSTU involvement in various roles, including Local Representative, Committee Member, Annual Council Delegate, and Member-at-Large for the Halifax City Local, I am a dedicated Union member ready to bring the same level of dedication to the role of Local Secretary.

In this important role, I will bring organization, accuracy, and attention to detail. With a strong background in communication, I will ensure clear and concise record-keeping and consistent support for our Local leadership and members. This position is not just administrative—it's foundational to keeping our local strong, informed, and effective. I would be honoured to have your support as we work together to build a stronger, more connected Halifax County Local. Thank you so much for your consideration!



**Deidra Peverill**

Math teacher of 13 years, I am dedicated to the work of the Local and am prepared to contribute more significantly. My union involvement includes serving as an engaged school rep for five years, active member of the Local Social & Wellness Committee; Economic Welfare & Resolutions Committee; as well as the Provincial Professional Development Committee. I have also been a delegate to Annual Council for 3 years and have attended events such as rep training, various conferences, Halifax Pride Parade, Labour Day and other rallies.

Highlights of qualifications:

- Experienced NSTU volunteer
- Highly organized
- Tech savvy: spreadsheets and digital tools
- Creative: event posters, infographics, images
- Team-focused self-starter
- Due-date ninja



I am passionate about advocating for the needs of our members. I look forward to and would be honoured to bring my experience, skills, and dedication to the role of Secretary for Halifax County Local.

**VP – Equity & Reps**

**Shelley Rigby**

Fellow County Members, my name is Shelley Rigby, and I’m seeking your support to continue as Vice President of the Equity & Reps Committee. I’ve proudly served as a Halifax County School Rep for over 25 years and was a member of this committee for three years before becoming VP last year. Over the past year, I’ve helped organize a successful Rep Training at the Old Orchard Inn, two Equity events, and meals for our General Meetings—all with the help of a dedicated committee. These experiences have strengthened my commitment and prepared me to keep serving you in this role. I’m passionate about supporting our members and advancing equity across Halifax County. I’d be honoured to have your vote to continue this work.

Please show your support at the General Meeting on June 4th! Feel free to reach out with any questions to [sdrigby@nstu.ca](mailto:sdrigby@nstu.ca).



## VP – Communications (interim)

### Meg Ferguson

With 25 years of dedicated service to our Local, I will bring experience, passion, and leadership to the role. I've proudly served as our Local President, Provincial Executive, and Local Executive positions, not to mention many local, regional, and provincial committees. You have most likely seen me at Local meetings, demonstrating or taking photos at Labour Day Rallies / Pride Parades, and nearly every rally during "The Troubles" that led to our historic strike.

I believe that strong Public Relations, Public Affairs, and Communications are essential to building a strong union. If elected, I will continue this important work by helping to educate and connect our members, engage decision-makers, as well as amplify the work and wins of our Local.

I would be honoured to serve our members once again. Don't hesitate to contact me with any questions.

Meg Ferguson

mmferguson72@gmail.com



## Member-at-Large

### Jonathon Sproul

Fellow County Members,

With great excitement, I confirm my candidacy for a second term as your Member-At-Large (MAL) of Halifax County. After serving for 2.5 years, I once again ask for your support with the same message: appreciation and well-being for members.

During my term, I've prioritized initiatives with direct impact—updating AV/tech, launching our website, attending the Equity Conference, Article 60 committee, organizing engagement activities, and supporting events like Annual Council, Retirement celebrations, Communication Conferences, and Rep Training.

I hope my work has shown the broad skill set this role requires. I remain committed to representing our Local with pride, through hard work and a member-focused approach where no one feels unseen. With my technical and interpersonal strengths and willingness to face challenges, I aim to make Halifax County Local an even stronger home for our nearly 2,500 members.

On June 4, I ask for your vote. Let's stay #HalifaxCountyStrong!

In solidarity,

Jonathon Sproul



## Treasurer

### Elizabeth Thomas

Hi, I'm Elizabeth Thomas, and I'm running for Treasurer. I've been actively involved with the NSTU for over 20 years, always focused on supporting teachers in meaningful ways. I currently serve as the HRRC treasurer and previously held the same role for the Tri-County RRC in 2022-2023. Over the years, I've been part of finance committees in both my current and former locals, gaining hands-on experience with budgeting, awarding scholarships, verifying receipts, writing cheques, and reconciling monthly accounts. I'm also comfortable using Quicken, the financial software used by our local. While in my previous local, I attended two Local Presidents/Treasurers conferences, which helped strengthen my understanding of responsible and transparent financial practices. I'm passionate about organization, accuracy, and accountability—and I'd be honoured to bring that dedication to the role of Halifax County Local Treasurer.



## 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](mailto:askingpackage@nstu.ca)** — your input helps shape the path forward!



### CONTACT

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Local President  
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## TPA Update

### Teachers' Provincial Agreement Changes to Teachers Pay Cycle

There has been an alteration in a recently negotiated change in the Teachers' Provincial Agreement regarding the pay year (Article 66 – Method of Payment and Letter of Understanding (LOU) 9 – Transition of Contract Year). As per the LOU, the contract and pay year for NSTU members would change from August 1 – July 31, to September 1 – August 31, effective July 31, 2025.

Several implementation issues have come to light that had not been anticipated. As such, the NSTU and EECD have agreed that it is in everyone's best interests to pause the work associated with implementing the change.

As a result of this, the pay year will not be changing in August 2025 as set out in the Teachers' Provincial Agreement. NSTU members will continue to be paid on the existing August 1 to July 31 pay year until further notice.

# 2025 Teacher Staffing Timelines



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.**

## KNOW YOUR CONTRACT(S)

### Regional Agreement (HRCE)

#### **Regional Centre Initiated Transfers**

**10.20** A Regional Centre Initiated Transfer can occur throughout the school year.

**10.21** Transfers initiated by the Regional Centre shall not be made arbitrarily, unreasonably, or unfairly. Prior to initiating Regional Centre Initiated Transfers, the Regional Centre shall provide the Union the name of the teacher, the position transferred to, the position transferred from and the reasons for the transfer. The Union shall have two (2) working days after receipt of the notice to forward comments to the Regional Centre.

**10.22** Regional Centre Initiated Transfer may be made:

- (a) where there are exceptional personnel issues related to staff, students or the community;
- (b) to provide for professional development opportunities with the consent of the teacher;
- (c) for operational reasons related to a school's changing enrolment occurring outside the regular staffing process;
- (d) to address extraordinary circumstances where there is a demonstrated need for program expertise at a school.

**10.23** The Regional Centre may initiate transfers of teachers from one (1) school to another only after discussing such transfer with the teacher. If the Regional Centre transfers a teacher after such discussion, it will give in writing, reasons for the transfer if requested by the teacher

**10.24** (i) Transfers initiated by the Regional Centre shall not result in a teacher travelling more than fifty (50) kilometers from the teacher's original place of assignment.  
(ii) Notwithstanding (i), where there is no school within fifty (50) kilometers of the teacher's original place of assignment, the Regional Centre may transfer the teacher to a school beyond fifty (50) kilometers from the teacher's original place of assignment.

**10.25** Teachers who are subject to a Regional Centre Initiated Transfer shall receive reimbursement for travel based on the difference in distance between the teacher's home and the teacher's original place of assignment and the teacher's home and the teacher's new place of assignment if that difference is greater than fifteen (15) kilometers. Reimbursement for travel shall be paid for one (1) year calculated using the travel allowance as per Article 62 – Travel Allowance of the Teachers' Provincial Agreement.

**10.26** A teacher may enlist Article 13 – Grievance Resolution, if a Regional Centre Initiated Transfer results in a disagreement between the teacher and the Regional Centre over:

- (i) the inconvenience of the transfer; or
- (ii) the suitability of the teacher's new teaching assignment.



# RETIREMENT EVENT 2025

*You're invited!*

Attire:

Business/Semi-Formal

Cost: Retiree & Guest -  
complimentary Register [HERE](#)  
Other Attendees - \$40 each  
Register [HERE](#)

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Friday, June 6  
05:30PM-11:00PM

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Prince George Hotel  
Halifax, NS

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Email [hfxcowellness@nstu.ca](mailto:hfxcowellness@nstu.ca) with questions.  
Registration closes June 2nd at 4pm.





# 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.*

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| <p><input type="checkbox"/> <b>COMITÉ DE PROGRAMMATION ACADIENNE:</b> 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.</p> <p><input type="checkbox"/> <b>CURRICULUM COMMITTEE:</b> studies the curriculum of public schools and reports its findings to the Provincial Executive.</p> <p><input type="checkbox"/> <b>DISTRIBUTED LEARNING COMMITTEE:</b> 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).</p> <p><input type="checkbox"/> <b>EQUITY COMMITTEE:</b> 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.</p> <p><input type="checkbox"/> <b>FINANCE AND PROPERTY COMMITTEE:</b> 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.</p> <p><input type="checkbox"/> <b>MEMBER ECONOMIC WELFARE, HEALTH AND SAFETY, AND WORKING CONDITIONS COMMITTEE:</b> 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.</p> <p><input type="checkbox"/> <b>POLITICAL ACTION AND PUBLIC RELATIONS COMMITTEE:</b> assists in planning the biennial Political Action and Public Relations Conference; recommends to the Provincial Executive opportunities for involvement in</p> | <p>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. <b>Members appointed to the Committee shall represent each of the RRC's and the CSANE Local.</b></p> <p><input type="checkbox"/> <b>PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE:</b> 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. <b>Members appointed to the Committee shall be Members of a Professional Association Executive.</b></p> <p><input type="checkbox"/> <b>PROFESSIONAL DEVELOPMENT COMMITTEE:</b> 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.</p> <p><input type="checkbox"/> <b>SHEONOROIL BOARD OF DIRECTORS:</b> 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.</p> <p><input type="checkbox"/> <b>STATUS OF WOMEN COMMITTEE:</b> 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.</p> <p><input type="checkbox"/> <b>SUBSTITUTE TEACHER COMMITTEE:</b> advises the Provincial Executive on issues affecting and of concern to substitute teachers.</p> <p><input type="checkbox"/> I would be willing to serve on any committee.</p> |
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**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.*