



The CHECK IN

May 5, 2025
Issue 33

IN

PRESIDENT'S MESSAGE:

As we head into a busy time, staffing season is really kicking off this week. I know it can bring both excitement and stress, so I hope everything goes as smoothly as possible for you. Please remember to be kind to yourself this week – take a breath when you need it and don't forget to look after your well-being.



Please feel free to reach out with any questions or concerns.

IMPORTANT DATES

- May 7 First Permanent Posting Round opens
- General Meeting
- May 12-16 Education Week
- May 12 First Permanent Posting Round closes
- May 15 Black Excellence Day - *Culturally Significant Day schools OPEN*
- May 16 County Local Student Bursary Applications close
- Local Executive and Committee Applications close
- May 19 Victoria Day - *no classes*

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/1FAIpQLSdpObqEqRiYDUE NUu6e6oWTB9wFrd_drh4Opt6SNlzkUoJuAA/closedform

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)

“Don't ever let anyone tell you that you cannot go through a particular door. Always be prepared to go through a door that leads to your goal.”
~ Ann Saddlemeyer”

<https://halifaxcountylocal.com/>

Equity Event 2025 - Beading Workshop

May 5, 2025

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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>



**Nova Scotia
Teachers Union**

NSTU Education Research Awards

Educational Research Awards are provided by Provincial NSTU to support, encourage, and recognize Members who engage in professional inquiry and research focused on educational inquiry.

Please join us in congratulating the following 2025 County recipients:

Nicole Bucci - Effect of Digital Text on Students' Reading Engagement in Tier Two Learning Environments, Cape Breton University.

Anthony Bucci - Performance and Confidence in Oral French Language Usage of Grade 10 FLA Students Via Digital Presentation Platforms, Cape Breton University.

Carly Sutherland - When Mothers Disengage: Stories From Women Who Have Gone From Participants To Observers In Their Autistic Child's Education, Memorial University of Newfoundland.

<https://www.homeweb.ca>

Annual Council 2025

Annual Council 2025 was held this past weekend, May 2 to May 4, 2025. This important event brings together delegates from across our organization—locals, regions, professional associations, and NSTU standing committees—to help shape the future of our profession. Halifax County was represented by sixty (60) participants either as voting or alternate delegates, observer, RRC Chair, REWC Chair, Provincial Executive, NSTU Committee member and NSTU Standing Committee Chair. We had some really meaningful conversations, heard a range of perspectives, and made decisions together that will help guide our Union over the next year.



As we reflect on another successful Council, I want to extend sincere thanks to everyone who made it all possible.

Special appreciation goes to Turk MacDonald and the Economic Welfare Committee for their dedication in collecting, organizing, and crafting the County resolutions brought forward — your work laid the foundation for meaningful discussion. Thank you to Jason Jennings and the Nominating Committee for your incredible efforts in organizing delegates, distributing information, and ensuring everyone was well-prepared for Council. A big thank-you as well to Angela Ewing for the steady support, helping ensure all delegates were present in Chambers and every vote was cast smoothly.

Gratitude is also due to Gale Doyle and the Social and Wellness Committee for going above and beyond in organizing events before, during, and even after Council — your care made sure every delegate felt welcomed and supported. A shoutout to Jonathon Sproul for managing the audio and visual needs in the County suite all weekend — your behind-the-scenes work kept everything running flawlessly. Shelley Rigby and the Reps and Equity committee, thank you for your invaluable support in securing the space, arranging the meal, and ensuring everything ran smoothly for the Pre-Council meeting.

Thanks as well to Nicole Wells and the incredible team at NSTU for delivering yet another seamless and professional Council event.

And finally, a heartfelt thank you to all of the delegates and attendees. You gave your time, energy, commitment, and passion in service of the NSTU. This work simply wouldn't be possible without you.

Thank you all!



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-8LAjsp0Uxr1ZOyz9A/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/1FAIpQLSdxAOc6HFoSsAfe6HNDUUhEhXx1YvA1BB_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)

**April email
contest winners**



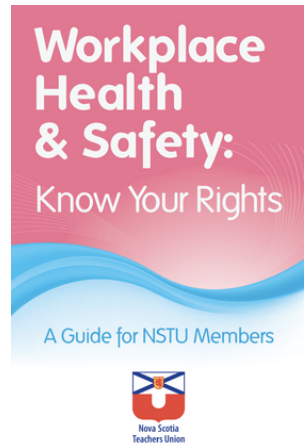
The second email draw was held on April 28th. It was broadcast on Facebook Live and you can watch it again [here](#).

To be entered in the next draw for 25 Sobeys gift cards valued at \$50 each you must update your NSTU membership profile with your preferred (non @nstu and non-employer) email address. The sooner you update your information, the more chances you'll have to win.

Occupational Health and Safety

The NSTU is here to assist members with occupational health and safety matters and members should be encouraged to contact their NSTU Staff Officer for assistance if they are concerned about a health or safety hazard in the workplace.

<https://nstu.ca/nstu-members/member-services/protection-other-services/occupational-health-and-safety>



GENERAL MEETINGS: 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. General meetings are open to ALL active and reserve county members.** They are a great opportunity to learn more about union matters, network with colleagues and get engaged.



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.

Halifax Tides - Ticket Request

Halifax County Local's Social & Wellness Committee is offering tickets for the Halifax Tides vs Toronto FC soccer game on May 17, 2025.

SUBMISSIONS WILL ONLY BE ACCEPTED STARTING AT 4:30 PM ON May 1 - submissions with a time/date stamp prior to 4:30:00 will not be included.

Submit your request for one or two tickets to the game on Saturday, May 17 at 2pm. Requests are on a **FIRST COME** basis. You will receive an email confirmation either way, if you were successful (or not) in reserving tickets to the game.

You **MUST** have a Ticketmaster email address in order to receive and use the digital tickets for admission to the game. Tickets will be sent via email a couple of days before the event.

Please note, IF YOU SIGN UP AND CANNOT ATTEND it is essential that you let us know that you need to cancel with as much notice as possible. If so, please email Gale Doyle at hfxcowellness@nstu.ca. If you cannot attend, digital tickets will need to be returned so that they can be forwarded to someone from the wait list. Thank you!

<https://nstu.ca>



VS



GAME TIME 2:00 PM

**AT WANDERERS
GROUNDS**

**SATURDAY
17 MAY**

**FORM OPENS @
4:30PM ON MAY 1**

**EVENT PRESENTED BY HALIFAX COUNTY LOCAL.
SEE GOOGLE FORM FOR MORE DETAILS.**

Marking and Prep Time Issue

May 5, 2025

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The NSTU has become aware that three Regional Centres for Education (CCRCE, CBVRCE and HRCE) have communicated their intention to unilaterally eliminate banked marking and preparation time, if it does not exceed 150 minutes, from members on days when schools are closed due to inclement weather. It has been confirmed that the EECD supports this action. The NSTU considers this a clear violation of both Article 31.01 and 59.04 of the Teachers' Provincial Agreement and has filed grievances with all three Educational Entities.

All NSTU members should:

- Continue to document by emailing your principal confirming all lost marking and preparation time, including any time lost through the above referenced Employer action.
- When banked marking and preparation time has reached 150 minutes, schedule, in consultation with your principal, a half day of compensating marking and preparation time. If denied, notify your Staff Officer immediately.
- Notify your Staff Officer and Local President if informed by any of the remaining Educational Entities, of any deductions from your lost marking and preparation time bank. This includes the loss of the accumulated marking and preparation time of less than 150 minutes, **as well as, if any member has been informed that 150 minutes or more has also been eliminated.**

*Excerpt from correspondence via Staff on April 11, 2025. Full copy was sent to your NSTU or preferred email.

Pensions 101

Facilitated by NSTU Executive Staff Officer Paul Boudreau

Who: Members from Halifax County, Halifax City and Dartmouth Locals are welcome to join us on Zoom.

When/Where: Tuesday May 6 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at tdmacdonald@nstu.ca and please specify the session title of the session.

Registered members will be emailed the Zoom link the day of the session.



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/>

KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT (HRCE) - ARTICLE 10 - STAFFING

Postings

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.

Notice of Assignment

10.05

(i) Permanent and probationary teachers shall be notified of the school(s), grade level(s) and course(s) to be taught and, where feasible, the section(s) and/or the percentages to be taught for the ensuing year before the commencement of the rounds of permanent postings. Notices of Assignment shall not be determined in a manner that is unreasonable, discriminatory or in bad faith.

(ii) When any Notice of Assignment resulting in a major change in assignment is given to a teacher, the teacher will be provided with the reason(s) for the change, in writing, upon request by the teacher.

(iii) Nothing herein shall prevent the Principal from making necessary changes to a teacher's assignment at any time after the notice of assignment has been issued. The Principal shall provide a written explanation of such change if requested.

RUNNING IN THE

BLUENOSE MARATHON

***HALIFAX COUNTY LOCAL
WANTS TO SUPPORT YOUR GOALS***

***UP TO A \$50 GIFT CARD WITH
PROOF OF REGISTRATION***

***EMAIL HFXCOWELLNESS@NSTU.CA WITH
YOUR NAME, SCHOOL NAME, AND PROOF
OF REGISTRATION. REGISTRATION MUST
BE IN THE MEMBER'S NAME.***

