

## PRESIDENT'S MESSAGE:



National Child Day in Canada, celebrated on November 20th, recognizes the rights and well-being of children, aligning with the United Nations' Convention on the Rights of the Child. It's a day to reflect on the importance of creating safe, supportive environments where children can thrive.

Information on the day and ways in which to celebrate are linked to the graphic under Important Dates.

## Program Development Assistance Fund (PDAF Grant)

In a contractual agreement between the Nova Scotia Teachers Union and the Nova Scotia Department of Education, an annual sum of \$200,000 is allocated for the purpose of encouraging innovative and unique program development in Nova Scotia's schools. Projects funded or assisted under PDAF must be directly related to the Public School Program.

PDAF is intended to encourage innovative ideas at the local school level which significantly and directly enhance the delivery of programs and services to students. Innovation may include, but is not limited to, taking an established curriculum practice or program and using this in a new and unique way. PDAF provides teachers with financial support to initiate creative and innovative teaching practices. As a result of this support, students benefit from enhanced learning experiences.

Applications must be received by the first day of **December**, February, April, June, August and October.

See the [NSTU website](#) for further info including application, FAQ's, Guidelines, Selection criteria and Successful project profiles.

## IMPORTANT DATES

- Nov 20 National Child Day
- Nov 22 Elementary Middle/Junior High (only) Assessment and Evaluation Day
- Nov 27 General Meeting
- Nov 28 Annual Council Applications open
- Nov 30 Cash for Class applications close



“Children are likely to live up to what you believe of them”  
~ Lady Bird Johnson

# Cash for Class



**Amount:** up to \$175.00

**Who:** Halifax County members

**What:** to purchase items to improve some aspect of their teaching profession, once per year.

**Eligibility:** Must be a permanent, probationary or term teachers of the Halifax County Local only. Cannot have received the CDAF in the same school year. MUST be pre-approved.

**Opens:** November 1, 2024

**Deadline:** 4:00pm November 30, 2024

**Receipts/Expense Forms:** due January 15/24

**"Due to the overwhelming response and limited budget, any applicants at who apply now before the closing date of November 30th will go to a waitlist. The PD committee will begin the slow process of vetting the applicants in the near future and members are reminded not to purchase anything before they receive a confirmation email from the VP of PD. Please reach out to Jodie MacIlreith with any questions or concerns at [halifaxcountypd@nstu.ca](mailto:halifaxcountypd@nstu.ca)**

**Receipts & Expense Forms are due January 15, 2025**



## NSTU Webmail

**NSTU email addresses retiring July 18, 2025**

After July 18, 2025, NSTU email addresses will no longer exist. At Annual Council 2024 delegates voted to remove the obligation of the NSTU to provide an **nstu.ca email address**. This came about in response to concerns raised through an independent IT review conducted during the 2023-2024 academic year.

The **nstu.ca** accounts will remain active until **July 18, 2025**. The service will be retired and no longer accessible. Please remove from the **nstu.ca account** any email content you would like to keep before July 18. After this, you will receive NSTU-related information to your preferred non-employer email address or via text message.

We are urging all members to visit **[www.nstucentral.ca](http://www.nstucentral.ca)** and update your membership registry profile with your preferred non-employer and non-nstu.ca email address. You may also want to update your cell phone number if you are interested in receiving text updates.

For additional guidance on how to update your profile here is a link to a very short video: <https://youtu.be/Q4DU58vhVig>

## Education

### Research Award



Educational Research Awards are provided to support, encourage, and recognize Members who engage in professional inquiry and research focused on educational inquiry. The Awards will be given out once per year at a ceremony at the Local level. In order to encourage the greatest number of Members, individual Awards will be limited to five-hundred dollars (\$500).

\*\*\*No individual shall receive more than one Educational Research Award in any three (3) consecutive school year period.

**Applications must be received at the NSTU Central Office by 4:00p.m. on the first Wednesday in December**

**Application: English or French**

Great news!

The NSTU has started to compile the academic research in education by our members in our repository. Check it out [HERE!](#)

# Early Retirement Incentive Program



## Contract

**What:** Ask questions regarding contracts and hiring processes.  
- 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:** Tuesday, December 3 at 6:00pm via Zoom.

**How:** Register by e-mailing Turk MacDonald, [tdmacdonald@nstu.ca](mailto:tdmacdonald@nstu.ca) by **Friday November 29th, 2024** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.

## Deals & Discounts



### CONTACT

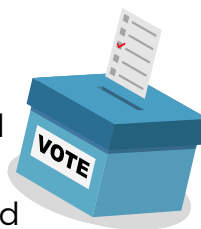
Desiree Daniele  
Local President  
P(cell): 902-499-0933  
P(office): 902-468-6788  
E: [halifaxcountylocal@nstu.ca](mailto:halifaxcountylocal@nstu.ca)

202 Brownlow Av. Suite 320  
Dartmouth NS B3B 1T5

Wally Fiander  
NSTU Executive Staff Officer  
P(office): 902-477-5621  
E: [wfiander@staff.nstu.ca](mailto:wfiander@staff.nstu.ca)

Any member who is retiring this year and interested in an Early Retirement Incentive Plan (ERIP) must apply by December 31, 2024. Any retiring teacher should reach out to the Local's NSTU Executive Staff Officer, Wally Fiander, for details. ERIP is located under Article 38 as well as Appendix A and is found in the Teachers' Provincial Agreement (TPA). The Appendix explains the application process, conditions and other pertinent information.

## Election Engagement



The writ has dropped in Nova Scotia and a provincial election will be held on Tuesday, November 26th. I believe it is crucial for NSTU members to be involved in the political process that directly impacts our profession, our students, and our communities. Engagement can take various forms, from staying informed to actively participating, and every effort counts.

To help members get involved in this election we have prepared a brief political engagement guide. It can be accessed in both English and French at these links:

English: <https://shorturl.at/wURPV>

French: <https://shorturl.at/tDTPJ>

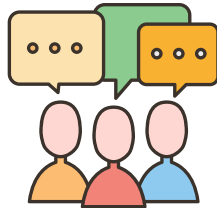
Please take a moment to review the document and consider how you can be involved in a way that aligns with your values and availability.

Whether it's by volunteering, displaying a sign on your lawn, or by just voting, our union is only made stronger when members participate in the political process, regardless of what party or candidate you support.

Together, our voices are stronger. Let's make a difference.

- Peter Day

## GENERAL MEETINGS:



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.**

November 27  
January 15  
March 5  
April 9  
May 7  
June 4

## 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.

### KNOW YOUR CONTRACT(S)

Regional Agreement (HRCE)

#### ARTICLE 14 UNION REPRESENTATION

**14.01** Every teacher shall have the right to Union representation at any meeting which may result in discipline and/or be called for disciplinary purposes by supervisory personnel.

**14.02** A meeting for disciplinary purposes shall be understood to mean a meeting convened for the purpose of dealing with a verbal or written warning or reprimand, a suspension or the dismissal of the teacher or which may result in any of the aforementioned. Any meeting in which it is not intended to deal with any of the aforementioned disciplines shall not be considered a meeting for disciplinary purposes.

### KNOW YOUR CONTRACT(S)

REGIONAL AGREEMENT  
(HRCE)  
**ARTICLE 14**  
**UNION REPRESENTATION**

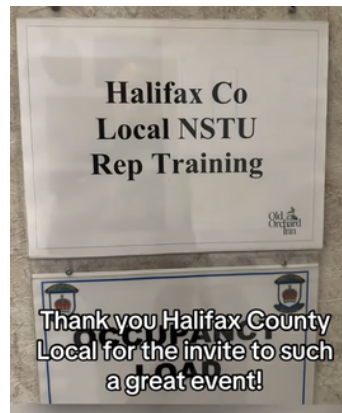
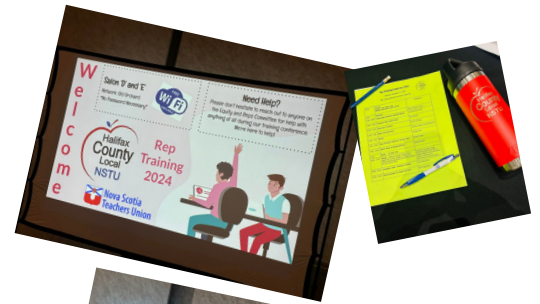
**14.03** Notwithstanding Article 14.01, any meeting called by an Administrator and which in the course of the conversation results in information being shared, the impact of which may result in discipline for the teacher, then such meeting shall cease and the teacher shall be given the opportunity to have a Union representative present at the ensuing meeting.

**14.04** The teacher shall be notified in advance of any meeting pursuant to Article 14.01 as to the purpose of the said meeting and the teacher shall have the opportunity to contact the Local President or NSTU central office for representation at the meeting.

**14.05** If a teacher does not avail themselves of the opportunity pursuant to Article 14.04 or refuses Union representation, any discipline imposed by the Regional Centre at the meeting shall not be held to be invalid for that reason

# Representative Training 2024

What a great event put on by your Reps & Equity committee this past weekend! Sessions such as Cultivating Inclusive Learning Spaces, TPA changes and prep times as well as a Q&A with our new Provincial President Peter Day, presented a fantastic opportunity to learn new ideas, sharpen skills, and connect with colleagues. Participants shared valuable insights, expanded their knowledge, and built stronger professional networks. Thank you so much to Shelley Rigby (VP of Reps and Equity) as well as to the committee members (Sarah McCann, Jennifer Moriarty, Lawrence Rigby and Michelle Snider) for such an incredible and informative weekend!



A promotional poster for a game day between the Thunderbirds and Roughnecks. The poster features the 'GAME DAY!' text in large orange letters, the 'THUNDERBIRDS VS ROUGHNECKS' text, and the date 'DEC 7, 2024'. The poster also includes the logos for the teams, the Scotiabank Centre, and the start time of 06:00 PM. A photo of a player in a blue jersey (number 24) is featured in the center. The Halifax County Local NSTU logo is in the top right corner. At the bottom, it says 'Fill out the GOOGLE FORM for more information.'

Fill out the [Google Form](#) for more information!