

PRESIDENT'S MESSAGE:



As we welcome November, I want to take a moment to wish each of you a successful month ahead. November brings not only the promise of new learning opportunities but also a time to reflect on the significance of Remembrance Day. This day offers us a chance to honor and remember those who have served our country, and to teach our students the value of peace and gratitude.



Draft Code of Conduct Consultation

On October 24, all teachers received an email from their RCE or Board regarding the draft Code of Conduct. The employer is asking teachers, parents and school staff to participate in an on-line consultation about the draft policy.

Addressing school violence is a major concern for the NSTU. You deserve a safe workplace and your students require a healthy learning environment. While a new Code of Conduct alone won't keep our schools safe, it is an important element to prevent and address inappropriate and dangerous behaviour. As a participant at the Safe and Inclusive School Leadership Table, the NSTU has continued to call for teachers and specialists to have an opportunity to be heard on the issue of school safety.

As such, I urge each of you to review the draft Code of Conduct and provide your feedback. I've included the original email sent by the employer for your reference. The links to the draft documents and online consultation are also included below.

Thank you for taking the time to help make our schools safer.
- Peter Day

[Working Draft - Provincial Code of Conduct Policy](#)

[Working Draft - Guide to Unacceptable Behaviours and Responses Online Policy Consultation](#)

*****The online consultation will be live until Sunday, November 17/24**

IMPORTANT DATES

- Nov 1 Cash for Class applications open
- Nov 11 Remembrance Day (no classes)
- Nov 15 Local Executive Training
NSTU Conference
Day Reimbursement deadline closes at 4:00pm
- Nov 16/17 Representative Training
- 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

“Autumn leaves don't fall, they fly. They take their time and wander on this, their only chance to soar.”
~ Delia Owens,
Where the Crawdads Sing

<https://halifaxcountylocal.com/>

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

Application link

(<https://forms.gle/vRacS69YaqcSZaAZ6>) will be active after 4:00pm on Friday, November 1, 2024 and closes on November 30, 2024.

*****DOES NOT work with Firefox Browser.**

Google Chrome seems to be the best for compatibility***

Receipts & Expense Forms are due January 15, 2025

IMPORTANT

Professional Associations Conferences 2024

Nova Scotia Teachers Union

Provincial Conference – Friday October 25, 2024



Conference Day Reimbursement deadline closes at 4:00pm

NSTU Benefits at a Glance

Long Term Disability

Effective August 1, 2014 – the NSTU Long Term Disability Plan is mandatory for all members without the ability to opt out unless the following condition has been met:

- Plan member is age 65 or has 35 years of pensionable service less accumulated sick leave.

Cost Sharing:

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer cost shares monthly premium with members by paying 50%. Some members are grandfathered at 70% of the monthly cost.

Coverage:

- 70% of gross monthly salary at time claim commences – taxable
- For long-term claims, benefit reduced by Workers' Compensation and/or Canada Pension
- Rehabilitation benefit
- Cost-of-living benefit, outside the insurance contract
- Elimination period of 90 calendar days, or accumulated sick leave, whichever is greater
- Benefits payable to age 65
- Pension contributions are made by Member and Employer

Contact:

902-453-9543 or 1-800-453-9543 (toll-free).

insurance@nstu.ca or

nstu@johnson.ca

www.johnson.ca

<https://nstu.ca>

NSTU Retirement Income



Nov 4, 2024
Issue 10

What: Retirement Income - In this session we will consider the following as it relates to retirement income: Living Standards Replacement Rate, Retirement Income Adequacy, Net Disposable Income, Lifetime pension, early retirement bridge benefit, Canadian Pension Plan integration, and Old Age Security.

- Facilitated by NSTU Executive Staff Officer Jack MacLeod.

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

When/Where: Thursday November 7 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at tdmacdonald@nstu.ca by **Monday November 5th, 2024** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.



Maternity Parental Leave

What: This session is an opportunity to ask questions regarding maternity, parental and adoption leave

- 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: Thursday November 14 at 6:00 p.m. via Zoom

How: Register by e-mailing Turk MacDonald at tdmacdonald@nstu.ca by **Tuesday November 12th, 2024** and please specify the session title of the session. Registered members will be emailed the Zoom link the day of the session.



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 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

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Remembrance Day learning resources



Register @

<https://tinyurl.com/237rzqr8>

REGIONAL AGREEMENT (HRCE)

ARTICLE 21 Occupational Health and Safety

21.01 The Regional Centre, the Union and the teachers agree to cooperate in the prevention of accidents and the promotion of safety and health. All parties agree to comply with all applicable provisions of the Nova Scotia Occupational Health and Safety Act and Regulations under the Act.

KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 64

COLLECTION OF MONEY

64.01 Teachers shall not be liable for the loss of money collected for any school purposes, provided the teacher can show that she/he acted in a responsible manner in the handling of such monies.

LETTER OF UNDERSTANDING (6)

1. The parties agree that it would be desirable to reduce the frequency and amount of time teachers spend collecting monies for school purposes.

2. The Employer agrees to explore the feasibility of moving to a system(s) of electronic collection of monies or other methodologies to give effect to #1.