

PRESIDENT'S MESSAGE:



It's hard to believe we've already completed one month together! So far, I've had the pleasure of visiting Bedford South School, Bedford and Forsyth Education Centre (Bedford campus), Waverley Memorial, Ocean View Elementary, Island View High School and Caldwell Road Elementary School. I'm looking forward to visiting more school sites and connecting with all of you.

IMPORTANT DATES

- Oct 11 Professional Development Day
- Oct 14 Thanksgiving Day
- Oct 23 General Meeting
- Oct 25 NSTU Conference Day
- Oct 31 CDAF grant deadline (4:00pm)



The deadline for Dental Plan enrollment for the year is **October 15th**.

Additionally, any new teachers hired after October 1st have 31 days to enroll. Those who were enrolled last year will be automatically renewed.

“
“You cannot separate the people from the land, it is who we are”
~ Shalan Joudry
”

<https://halifaxcountylocal.com/>

Mi'kmaq History Month

This year marks the 31st anniversary of Mi'kmaw History Month. In 1993, Premier John Savage and Mi'kmaw Grand Chief Ben Sylliboy declared October as the official month to recognize and celebrate Mi'kmaw culture and heritage.

The Halifax Regional Municipality is located in Mi'kma'ki, the ancestral and traditional lands of the Mi'kmaq people. The municipality acknowledges the Peace and Friendship Treaties signed in this Territory and recognizes that we are all Treaty People.

For a list of events being held throughout Nova Scotia please visit <https://mikmaqhistorymonth.ca/events/> or <https://www.mikmawaydebert.ca/sharing-our-stories/education-and-outreach/school-curriculum/> for teaching resources.



2024-2025 Standing Committees

The Nominating Committee is currently seeking applications for the wait list for the 2024-25 standing committees. Wait list applicants are ranked based on the information provided on the Google Form application they submit. The Google Form application can be found here:

https://docs.google.com/forms/d/e/1FAIpQLSdpObqEqRiYDUENUu6e6oWTB9wFrd_drh4Opt6SNlzkuaJuAA/viewform



If you have any questions or concerns, feel free to contact Jason Jennings, VP - Nominating, at hfxcominations@nstu.ca.

Asking Package



Thanks to you, last year we had a banner number of resolutions and submissions. Both the Regional and Provincial contracts were signed last spring with many gains in both contracts. So, we will need to begin again by building an even larger bank of submissions for the Provincial Economic Welfare Committee (PEWC) and Regional Economic Welfare Committee (REWC) to put together for the next set of asking packages. As well as, bringing forward to Annual Council 2025 a number of resolutions for Council to be considered. Submit your ideas using the Google Form below:

<https://forms.gle/ExuxKDGyRyQYntNrx7>

Optional Insurance Benefits available to all members

There are a number of optional benefits available to Public School Members, PSAANS and APSEA Members that can be purchased through payroll deduction, including:

- optional group life/spousal life insurance
- voluntary accidental death & dismemberment (AD&D)
- NSED travel insurance
- NSED trip cancellation / interruption insurance
- voluntary critical illness insurance • home/auto insurance.

These coverages are 100% paid by the member and are offered at competitive premium rates. Details on these programs are contained within the Group Insurance Profile via the NSTU Group Insurance Trust website at <https://nstuinsurance.ca/members/active>

Halifax County Local C.D.A.F. (Curriculum Development Assistance Fund)

This fund was initiated to financially support Halifax County teachers to develop long term project ideas that align with grade/teaching assignment. These projects must be self-sustaining and contain non-consumables. As a result of this support, students benefit from enhanced learning experiences.

Availability: Once per year.

Amount: Up to \$750

Eligibility: Must be a permanent, probationary or term teacher of the Halifax County Local only.

Deadline: 4:00pm October 31, 2024



Deals & Discounts

<https://nstu.ca>

Total Care - Medical

Oct 7, 2024
Issue 6

Under the Teachers' Provincial Agreement/APSEA Agreement, the Employer pays 100% for all active members for both Single and Family coverage. For new members, this benefit is not automatic. Coverage becomes effective the first of the month following receipt of your application.

Coverage

Hospital Benefits:

100% of semi-private room – no maximum.



Extended Health Benefits:

80% reimbursement for such items as the following (benefit maximums may apply):

- Home nursing care
- Physiotherapy
- Prosthetic appliances
- Ostomy equipment
- Wheelchairs, walkers, hospital beds, mist tent, etc.
- Out-of-province physician services
- Accidental dental
- Hearing aids
- Cochlear implant upgrades, parts and accessories
- Eyeglasses
- Diabetic supplies
- Continuous Glucose Monitoring (CGM) Systems
- Paramedical services

Prescription Drugs:

\$5.00 co-pay for each prescription, Restricted Drug List, All new drugs require approval.

Frames and Lenses

Frames & Single Lenses – \$155.00

Frames and Bifocals or Trifocal Lenses – \$170.00

Contact Lenses and Laser surgery are eligible in lieu of frames and/or lenses at the same benefit level

(The Employer provides \$145 for Single Lenses/Frames and \$160 for Bifocal or Trifocal Lenses/Frames)

If you have any questions regarding the above, please call the Administrator, Johnson Inc., at **453-9543** or 1-800-453-9543 (toll-free). email: insurance@nstu.ca or nstu@johnson.ca. Visit the Johnson Inc. website: www.johnson.ca



Duties of a Teacher

There have been some questions over the past few weeks surrounding the duties of teachers in regards to student safety and traffic control. As educators we are responsible for the safety of our students while in our care but we are **not** responsible to provide traffic control services. For example, we may be asked to provide safe walking practice instruction around buses to students but we are not required to stop vehicles from entering the parking lot using pilons or other methods. Certainly, in the case of an emergency (ie. vehicle accident) we may be asked to provide support but this cannot be a routine ask. Please feel free to reach out should you have any questions.



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Who are you Grateful for?

- ✓ **Recognize a colleague**
Tell us why you're grateful for them
- ✓ **Fill out the GOOGLE FORM**
Deadlines: Friday September 27, October 4, October 11, and October 18 at 4pm
- ✓ **Win prizes**
If your entry is drawn both you and your colleague win a gift card

NEW THIS YEAR!
Entries for all giveaways will be entered into a final grand prize draw in June.

 **Must be a member of Halifax County Local**

[Who Are You Grateful For? Google Form link](#)

KNOW YOUR CONTRACT(S)

TEACHERS' PROVINCIAL AGREEMENT (TPA)

ARTICLE 6 RESPECTFUL WORKPLACE AND LEARNING ENVIRONMENT

6.01 Neither the Employer nor Education Entity nor any person acting on behalf of the Employer or Education Entity shall refuse to employ or to continue to employ any teacher or otherwise discriminate against any teacher in regard to employment or any term or condition of employment because the teacher is or was a member of the Union or is or was exercising any right under this Agreement, or Local Agreement, or the Teachers' Collective Bargaining Act.

6.02 Neither the Employer nor Education Entity nor any person acting on behalf of the Employer or Education Entity shall seek by intimidation, by threat of dismissal, or any other kind of threat, by the imposition of a pecuniary or other penalty or by any other means to compel a teacher to refrain from exercising any right under this Agreement, or Local Agreement, or the Teachers' Collective Bargaining Act.

6.03 Neither the Employer nor Education Entity nor any person acting on behalf of the Employer or Education Entity shall discriminate against any teacher on the basis of the prohibited grounds as set out under the Nova Scotia Human Rights Act.

6.04 A teacher's level of teaching certificate or place of residence shall not be just cause for discharge, termination of contract, or phase-out pursuant to 20.05 (ii) (b) of Article 20 Tenure.

6.05 The Union and the Employer recognize the responsibility of Education Entity to establish a policy for the protection of teachers from harassment and abuse pursuant to the Education Act.