

Standing Committee Hearing Highlights Need for Teacher Retention and Recruitment Strategy

On January 6, NSTU President Peter Day, alongside other union leaders and government officials, appeared at the Provincial Standing Committee on Human Resources to discuss teacher retention and recruitment.

The NSTU remains deeply concerned about ongoing staffing challenges in Nova Scotia's public schools. Discussion at the Committee hearing brought this issue into sharper focus, as Peter Day urged decision-makers to look beyond immediate hiring and toward long-term recruitment and retention planning.

Across the province, classrooms continue to feel the impact of unfilled positions, frequent vacancies, and shortages, particularly in areas such as French, math, technology, school counselling, and specialist roles such as speech-language pathologists and school psychologists.

While the Province has focused its attention on fast-tracking BED programs to recruit more teachers faster, the NSTU says greater emphasis must be placed on retaining qualified teachers already in the system.

"We cannot recruit our way out of a shortage," said NSTU President Peter Day, emphasizing that retaining teachers is as important—if not more so—than bringing new teachers into the system.

According to the Canadian Teachers' Federation (CTF/FCE), about 30 per cent of new teachers across Canada leave the profession within their first five years. The Province says the current retirement rate is three per cent annually, with another 1.5 per cent leaving each year for other reasons. It is unclear whether Government's data includes substitute

and term teaching positions. Even so, based on the government's own attrition figures, approximately 2,300 teachers will leave the profession over the next five years.

"Data shows a third of new teachers leave the profession within the first five years," Day told the committee. "That represents a significant loss of talent, training, and public investment. It also reflects a human cost to educators who enter the profession with passion and commitment, only to find the working conditions unsustainable."

The NSTU is calling for the creation of a province-wide retention and recruitment strategy that prioritizes manageable workloads, smaller class sizes, better access to supports, and safe, respectful learning environments.

"At a basic level, teachers' working conditions are students' learning conditions, so we need to focus on creating healthier, more productive learning environments," said Day.



people

Roxanna John Appointed Executive Staff Officer at NSTU

The Nova Scotia Teachers Union is pleased to announce the appointment of Roxanna John as Executive Staff Officer, effective February 2, 2026.

Roxanna brings 15 years of teaching experience to the role and has been with the Halifax Regional Centre for Education since 2018. She is currently a classroom teacher at Dartmouth South Academy.

She holds a Master of Education in Curriculum and Instruction with a concentration in Early Elementary Pedagogy from St. Francis Xavier University, a Master of Library Science and Information Studies from the University of Alberta, and a Bachelor of Education along with a Bachelor of Arts in Economics and Business Administration from Acadia University.

Roxanna's professional background also includes experience in the immigration sector and adult education through her work as a reference librarian at Mount Saint Vincent University and as an ALP instructor at Cunard Learning Centre. For the past five years, she has served as an NSTU school representative, ensuring members at her school are informed about union matters.

In her new role within Member Services, Roxanna will support members through contract interpretation, responding to inquiries, negotiations, and grievance processes, and work closely with Locals, Regional Representative Councils, and NSTU committees.

Roxanna looks forward to drawing on her diverse teaching, professional, and union experience in this position to support teachers and specialists in accessing the resources and services they need to build fulfilling and sustainable careers.



NSTU supports Rita Gillis Reading Room

NSTU president Peter Day attended the launch of Cape Breton Regional Library's – Rita E. Gillis Children's Reading Room on September 6 at the James McConnell Memorial Library in Sydney. The NSTU provided a donation for the book collection honouring the beloved teacher who passionately advocated for early literacy. NSTU's support will go towards a legacy gift of \$250,000 over 10 years being raised by her three sons, Kevin, Edward, and Adrian Gills. The gift will add books to its children's literacy collection. Celebrating the life and legacy of Gillis, who spent the last 13 years of her career teaching Grade Primary at Saint Joseph's School in Sydney, the collection is an ever-growing selection of books that encourages literacy, imagination, and a lifelong love of reading in children. Day is shown with Janine MacAulay (Cape Breton District Local), a literacy coach with the Cape Breton-Victoria Regional Centre for Education and former student of Rita Gillis.



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ISSUE	DEADLINE
September	September 3
October	October 10
December	December 5
Jan/Feb	January 23
March	March 6
April	April 10
May	May 15
June	June 19

The opinions expressed in stories or articles do not necessarily reflect opinions or policy of the Nova Scotia Teachers Union, its staff or elected provincial representatives.

We welcome your comments and suggestions:
1-800-565-6788 or email theteacher@nstu.ca.

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NSTU Presidential Election on May 13, nomination deadline February 27

The NSTU presidential election will be held on Wednesday, May 13, the deadline for nominations is Friday, February 27, 2026 by 4 p.m. Packages are available at <https://www.nstu.ca/the-nstu/structure/nstu-presidential-election/>

Nomination forms must be delivered to NSTU's Executive Director Bethany MacLeod via mail, courier, or in person. Nominations received by telephone, facsimile, or other electronic means are not valid.

Any active NSTU member is eligible to run for NSTU President. Potential candidates must include 25 signatures of Active and/or Reserve NSTU members in their nomination form.

Official campaigning for the NSTU Presidential election will begin on Monday, March 23, 2026. Voting day is May 13, with a run-off vote on May 27 if required. The term of office for the next NSTU President will begin on August 1, 2026.

For further information contact: Executive Staff Officer Louis Robitaille at lrobitaille@staff.nstu.ca, 902-477-5621 or 1-800-565-6788.

December Book Winners!



Carley Mullally — SSRCE

Beginnings

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Jenn Handspiker — AVRCE



Melody Stoddard — TCRCE



Dayna Crathorne — HRCE

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From the NSTU President



The most effective form of recruitment is retention

January and February can feel heavy in our schools. As teachers and specialists push through the demands of end-of-term and end-of-semester responsibilities, the workload can feel relentless. And yet, if we pause for a moment, we can notice a small but meaningful shift: each day now holds a little more sunlight than the last. It's a reminder that change, even when slow, is possible.

Across Nova Scotia, and in fact across Canada, we are facing a significant shortage of qualified and experienced teachers and teacher specialists. In response, the province has begun hiring Bachelor of Education graduates directly out of university to address recruitment challenges. Welcoming new teachers into the profession is always positive and necessary. However, this approach cannot come at the expense of the many educators who have been holding our public education system together for years. Those teachers who have worked as day-to-day substitutes and in term positions, only to be arbitrarily overlooked despite their experience and commitment.

The reality is this: we are not going to recruit our way out of this shortage.

The most effective form of recruitment is retention. We know that teachers, particularly those within their first five years, are leaving the profession at alarming rates. The reasons are clear and consistent: increasingly complex student needs, larger and

more diverse class sizes, fewer supports, and an expectation to continually do more with less. Classroom teachers are stretched thin, and the strain is taking its toll.

The same is true for our teacher specialists. Speech-Language Pathologists, School Psychologists, and other specialists are leaving the public system for the private sector, not because they lack dedication to students, but because workloads have become unrealistic and unsustainable.

Teachers and specialists have been clear about what would help them stay: manageable workloads, smaller class sizes, better access to specialist supports, and safe, respectful learning environments. These are not unreasonable asks; they are essential conditions for effective teaching and learning.

If Nova Scotia wants to recruit new teachers, the best place to start is by ensuring the teachers we have feel valued, supported, and fulfilled in their work. When students see teachers who enjoy their profession, who are passionate and supported, they see a career worth pursuing. That lived example is far more powerful than any recruitment campaign.

As the days slowly grow longer, let us also commit to building a profession where teachers can see a future, one where staying is not an act of endurance, but a choice rooted in purpose, respect, and hope.

NSTU supports Nourish Nova Scotia

In place of printing holiday cards this year, the NSTU supported Nourish Nova Scotia. Nourish Nova Scotia helps create healthy eating environments for children and youth across the province through advocacy, capacity building, and food literacy. In schools and communities, Nourish creates opportunities for youth to connect, learn, and build confidence through food.

"Our hope is that our donation will improve access to healthy food for students across the province," says NSTU president Peter Day.

Nourish Nova Scotia works to inspire and equip young people to learn about food and transform the food systems around them to ensure young people in Nova Scotia are well-nourished to live, learn, and play.



Nourish Nova Scotia's executive director Aimee Gasparetto (left) and its program manager Emily Stevens is shown with NSTU president Peter Day receiving the NSTU donation on December 4, 2025.

NSTU continues support of Neptune's Student Matinee Series

The NSTU has proudly sponsored Neptune Theatre's student outreach programs since 2001, including TourCo, Neptune Theatre School and the Student Matinee Program.

This long-standing partnership helps bring live theatre into classrooms and schools across the province, inspiring students and teachers while nurturing an appreciation for the performing arts.

On December 11, NSTU president Peter Day welcomed students and teachers attending the Student Matinee of Neptune's Holiday production of *The Wizard of Oz*, bringing greetings on behalf of NSTU members. Attendees included students and teachers from Smokey Drive Elementary School, Centre Scolaire de la Rive Sud, Halifax West, Pine Ridge Middle School, and North Queens Community School.



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African Heritage Month Matters

by *Wendie Wilson, NSTU Executive Staff Officer BIPOC Engagement & Advocacy*

African Heritage Month is a time for learning, reflection, and connection. In Nova Scotia, it invites us to pause and acknowledge that people of African descent have been part of this landscape for more than 400 years. African Nova Scotians are deeply rooted here, with over 50 historic Black communities located throughout Mi'kma'ki. It is also a time to celebrate the wide span of cultures that the African diaspora has to offer, each contributing to the cultural and social fabric of this place.

It is an opportunity to disrupt the idea that Black people are a monolith. We are not. People of African descent are diverse, shaped by different histories, cultures, languages, and lived experiences. This includes families that have been here for generations, as well as those who have arrived more recently and work diligently to preserve culture and build community as well as a sense of belonging. It is important to see people as they are, rather than through stereotypes, assumptions, or limited narratives. Everyone deserves to be seen fully, without feeling the need to hide parts of who they are, due to the consequences that are often felt when expressing themselves racially and/or culturally.

For many people of African descent, African Heritage Month can feel like the one time of year when our histories and cultures are intentionally acknowledged. Levels of observation and participation can fluctuate greatly during the month. In some spaces it is embraced with enthusiasm, in others it is quiet, and in some it is overlooked entirely. Still, its purpose remains meaningful: to create space for understanding, cultural recognition and appreciation. The need to affirm Black culture, history, and humanity does not disappear on March 1st.

Being seen and heard matters immensely. Giving voice and visibility to those who often go unseen and unheard is important. It was the driving force behind the creation of the African Nova Scotian flag. The flag represents culture, belonging, and recognition. Its official launch in 2021 was also important. It made its debut on the MacDonald Bridge, the old bridge overlooking my childhood neighbourhood in one of our historic Black communities. It was

the first time a cultural flag had ever flown on either of the two bridges. It displayed boldly that we matter. For African Nova Scotians, it was a powerful affirmation that we are here and recognized as a unique and vibrant cultural group.

African Heritage Month encourages us to learn more about Black history and culture. It allows space, voice and attention to be rightfully given to the history of Black presence in this province and throughout Canada. Understanding this history helps make sense of present-day realities for people of African descent and reminds us why equity and inclusion continue to be important.

During this month and beyond, we do right by giving time and attention to learning about Black people and their contributions

to this land. Learning works best when it is self-initiated. Taking time to listen, read, attend community events, or engage with Black voices and stories can be meaningful starting points. Bringing community into educational spaces, and education into community, helps build relationships rooted in respect and shared understanding.

African Heritage month can be used as a springboard to launch the idea of cultural exploration and respectful

engagement. Small, thoughtful actions throughout the year can make a big difference, from supporting Black-led organizations to welcoming diverse perspectives in everyday spaces. Being open to learning, asking questions from a place of sincerity, and being willing to adjust when gaining new understandings are all part of the process. Humility also plays a key role in continuing the work even after what we thought to be true has been dispelled. This work can be humbling and is not meant to be taken personally by those who are learning.

African Heritage Month can also remind us that growth may not always be comfortable, but it can be deeply rewarding. When culture is valued and diversity is truly welcomed, communities become stronger. We all benefit when we take the time to learn from one another and move forward together. This month matters because being recognized, seen, and valued matters.



pathways

FOR PROFESSIONAL LEARNING

Email your name, home address, and the name of your school with **PATHWAYS** in the subject line to theteacher@nstu.ca by **March 10, 2026**, to be eligible for the draw.

Black Boy, Black Boy

by Angela Bowden
artwork Ibe Ananaba
Nimbus Publishing

Written by Angela Bowden, acclaimed African Nova Scotian poet, author, TEDx speaker, and activist, *Black Boy, Black Boy* celebrates self-love and identity for Black boys globally. This spoken-word poem invites young readers to embrace their cultural identity and dream without limits. It explores the legacies passed from ancestors to today's Black men and future leaders and celebrates achievement across fields, through vibrant illustrations from Ibe Ananaba featuring both iconic and unsung heroes, including Nelson Mandela, Dr. Martin Luther King Jr., Walter Borden, and Chadwick Boseman. By highlighting Canadian, American, and international figures, the book reflects shared experiences, affirming that Black excellence transcends borders.



the well teacher

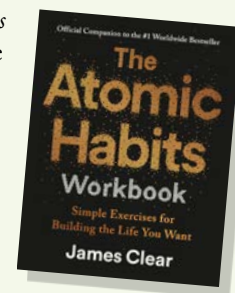
Email your name, home address, and the name of your school with **WELL TEACHER** in the subject line to theteacher@nstu.ca by **March 10, 2026**, to be eligible for the draw.

Atomic Habits Workbook

by James Clear

Published by: Penguin Random House

Atomic Habits Workbook: Simple Exercises for Building the Life You Want is the official companion to the #1 worldwide bestseller and the next essential step in your habits toolkit. Through guided journal prompts, you'll explore your habits and the forces that shape them, while thought-provoking exercises help you put Atomic Habits principles into practice. Designed to move you from understanding habits to living them, this workbook uses James Clear's proven system to help positive habits take root naturally—while unhelpful ones gradually fade away.



Béginnings

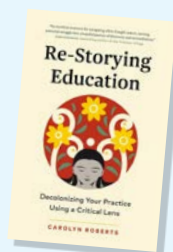
Putting new members in the **KNOW!**

Email your name, home address, and the name of your school with **BEGININGS** in the subject line to theteacher@nstu.ca by **March 10, 2026**, to be eligible for the draw.

Re-Storying Education

by Carolyn Roberts
self-published

Re-Storying Education: Decolonizing Your Practice Using a Critical Lens is an essential resource for educators committed to reshaping classrooms to include historically silenced voices. The book explores how colonialism has shaped Canada and its public school system and offers an Indigenous lens for dismantling old narratives and rebuilding more inclusive ones grounded in Indigenous history, education, and pedagogy. Drawing on her lived experience as an Indigenous student, educator, and administrator, Roberts provides practical guidance for creating inclusive, relationship-centred learning environments through reflective questions, lesson and assessment ideas, and curated resources that uplift Indigenous voices.



EQUITY COMMITTEE

Email your name, home address, and the name of your school with **EQUITY** in the subject line to theteacher@nstu.ca by **March 10, 2026**, to be eligible for the draw.

We Were Not Kings

by Robert de la Chevotière

Published by Little A, New York

We Were Not Kings, by Halifax County Local member Robert de la Chevotière explores Salomon Destin's coming of age story as he leaves the Caribbean for France. This lyrical novel is about family, loss, and the struggle to break free from the past. When news of a tragedy pulls him back home, and unresolved trauma resurfaces, he must decide whether true freedom is possible, and at what cost. As an Afro-Caribbean immigrant to Canada de la Chevotière draws on his own migration story and cross-cultural experiences to explore identity, belonging, and the legacies we carry. A teacher for 20 years, he currently teaches French and English language arts at West Bedford High School.



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Canadian School Counselling Week: February 2 – 6, 2026

Hope in Every Hallway

Canadian School Counselling Week will be celebrated from February 2 to 6, 2026. This year's theme, *Hope in Every Hallway* highlights the impact school counsellors have in fostering student well-being and academic success. The key messages are as follows: Helping Students Find Their Way; Hope as a Foundation for Growth; Nurturing Possibility and Purpose; and Advocating for Students' Well-Being. School counsellors are champions of education, supporting the mental health and academic achievement of children and youth at all grade levels.

The week is organized by the School Counsellors Chapter of the Canadian Counselling and Psychotherapy Association (CCPA) and is supported by the Canadian Teachers' Federation and regional school counselling professional associations across Canada, including Nova Scotia School Counsellors Association (NSSCA). The week recognizes the contributions of the school counselling profession to the personal, social, educational and career development, and the mental health and well-being of all students in Canada.

Canadian School Counselling Week is part of a North American focus on the school counselling profession. The goal is to increase the public's awareness of the scope of programs and services that characterize the school counselling profession in Canada. This special week highlights the role school counsellors play in supporting student success and builds a sense of national identity within the school counselling profession.

"School counsellors provide the essential bridge between students' personal well-being and their academic success through Comprehensive School Counselling programs and services and as part of a multi-tiered system of supports," says Dr. Janice Graham-Migel, past president of the CCPA School Counsellors Chapter and Chair of the Chapter's National School Counselling Committee. "As members of a multi-disciplinary team and through early intervention, school counsellors support the mental health and well-being, life transition and career planning, and the learning and achievement of students."

When working directly with Canada's youth, school counsellors support their diverse social and academic needs, as well as life and career planning. School counsellors advocate for providing community-based services when support is needed beyond the classroom. As mental health professionals, school counsellors are responsible for maintaining a high standard of professional competence and ethical behavior.

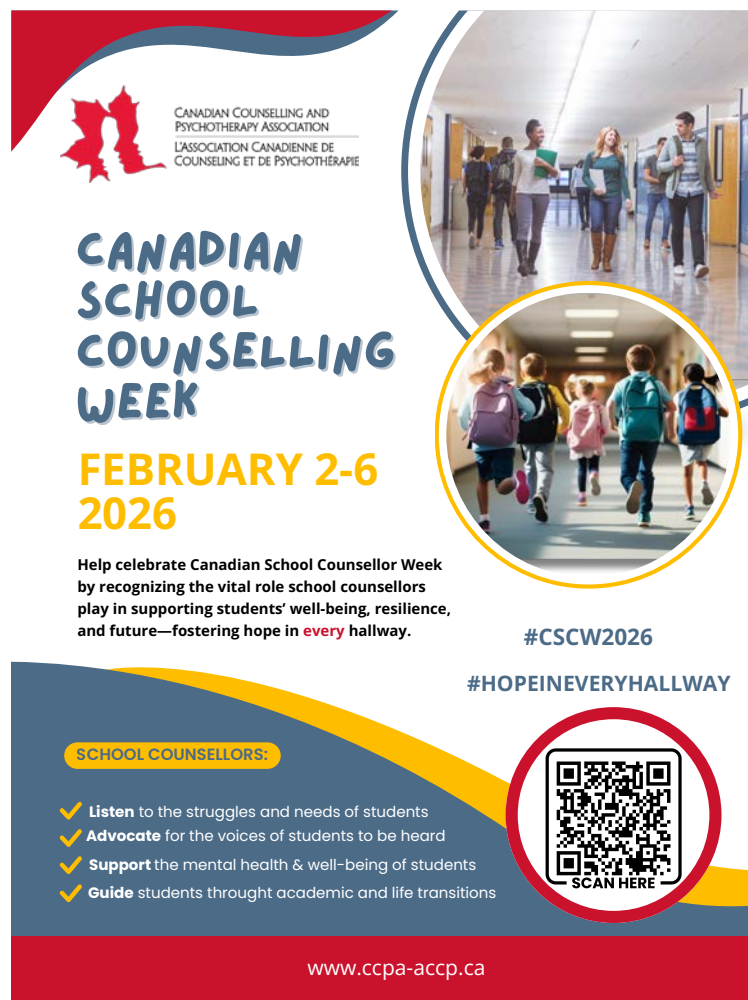
"School Counsellors provide mental health support to students who struggle, and they are consistently the first, and often the primary, point of contact in schools during a crisis," says Amy Barry, NSSCA president. "In

addition to supporting the mental health of students, school counsellors take on countless tasks behind the scenes every day. Another major contribution is career counselling and assisting students to research post-secondary institutions and explore opportunities in the trades. The impact school counsellors have on the lives of students is tremendous and we would like to acknowledge all their contributions during Canadian School Counselling Week and throughout the year."

"The vital role school counsellors play deserves recognition and celebration," says NSTU President Peter Day. "Their work in supporting students' needs and development is essential to student success. We commend their invaluable contributions to the public education system."

The 2026 Canadian Counselling and Psychotherapy Association national conference will be held in Halifax at the Westin Hotel from May 29 to 31. Several sessions will be provided related to the School Counselling profession on the Pre-Conference Day (May 29) and during the two-day conference (May 30 and 31). Social events will also be held, including an evening hosted by the CCPA Nova Scotia Chapter on May 29. For more information about the CCPA conference, please access: [2026 Annual Conference - Canadian Counselling and Psychotherapy Association](#)

Resources on Canadian School Counselling Week may be accessed from the CCPA School Counsellors Chapter website: <https://www.ccpa-accp.ca/chapters/school-counsellors-chapter/> or contact Janice Graham-Migel at jgraham-migel@hrce.ca and Amy Barry at abarry@hrce.ca



The poster features a red maple leaf logo with the text "CANADIAN COUNSELLING AND PSYCHOTHERAPY ASSOCIATION" and "L'ASSOCIATION CANADIENNE DE COUNSELING ET DE PSYCHOTHERAPIE". The main title "CANADIAN SCHOOL COUNSELLING WEEK" is in large blue letters, followed by "FEBRUARY 2-6 2026" in yellow. Two circular images show students in a hallway. A QR code is labeled "SCAN HERE". The hashtag "#CSCW2026" and "#HOPEINEVERYHALLWAY" are displayed. A list of school counsellor roles is provided, and the website "www.ccpa-accp.ca" is at the bottom.

CANADIAN COUNSELLING AND PSYCHOTHERAPY ASSOCIATION
L'ASSOCIATION CANADIENNE DE COUNSELING ET DE PSYCHOTHERAPIE

CANADIAN SCHOOL COUNSELLING WEEK

FEBRUARY 2-6 2026

Help celebrate Canadian School Counsellor Week by recognizing the vital role school counsellors play in supporting students' well-being, resilience, and future—fostering hope in **every** hallway.

#CSCW2026
#HOPEINEVERYHALLWAY

SCHOOL COUNSELLORS:

- ✓ Listen to the struggles and needs of students
- ✓ Advocate for the voices of students to be heard
- ✓ Support the mental health & well-being of students
- ✓ Guide students through academic and life transitions

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NSTU's Encourage, Engage, Evolve Summit Builds Connection, Learning, and Leadership



NSTU's third Encourage, Engage, Evolve (EEE) Summit brought together approximately 55 Black, Indigenous, and racialized NSTU members from across the province on December 12 and 13 at the Courtyard by Marriott Dartmouth. The gathering provided space for members to learn from one another, engage in meaningful professional learning, and continue strengthening a province-wide network of support.

"This is the third EEE Summit, and the growing interest and participation speak volumes about the importance of this work," said NSTU president Peter Day in bringing greetings to delegates. "There are meaningful steps taking place within the NSTU. We are currently in the process of hiring a female Executive Staff Officer who is a member of the BIPOC community, and in the new year, elections will be held for two new Provincial Executive positions—one for Indigenous members and one for African Nova Scotian members—to sit on the Board of Directors of the NSTU."

The summit featured professional learning sessions, engagement opportunities, and networking for Indigenous, Black, and racialized members from across the province. "It's important every member of our union can see themselves reflected in our leadership," Day continued. He also offered special recognition Executive Staff Officer Wendie Wilson for her leadership in making the summit possible.

Feedback from the 2025 Encourage, Engage, Evolve Summit was overwhelmingly positive, with participants describing the event as inspiring, informative, and well organized, and highlighting its strong focus on inclusion and union empowerment.

The event opened with a land acknowledgement by Kim Cain (Dartmouth Local), a fine arts specialist and technology teacher at Woodlawn High School, followed by an Indigenous Ceremony led by Tonya "SamQwan" Paris, a Nova Scotian artist and author. Her fantasy book series debut *The River*

Remembers: Ayla & The River Beneath the World was recently released. Retired teacher Cassandra Chisholm then shared Triple E Words of Encouragement, Engagement, and Evolution.



Friday evening concluded with a presentation by Executive Staff Officer Wendie Wilson, BIPOC Engagement & Advocacy, titled *Exclusion to Inclusion*, featuring excerpts from Sylvia Hamilton's documentary *Little Black Schoolhouse*. The film explores the history and lived experiences of students and teachers in racially segregated schools in Nova Scotia and across Canada, highlighting both pride in Black educators and the injustice of unequal access to education. Wilson used the film to reflect on progress made toward inclusion while underscoring the work that remains.

"The 2025 Summit was a resounding success," said Wilson. "Participants felt a

renewed sense of belonging and left with actionable knowledge about their union."

This is reflected in the feedback received from participants. "Thank you so much, for organizing the EEE Summit so beautifully. The care, thoughtfulness, and energy you put into every detail truly showed, and it made the experience feel so meaningful and welcoming," wrote one delegate. "I'm so grateful to have been part of this and really look forward to being involved again in the future. Keep doing the amazing work you do!!! You made me feel included, safe, and that I belong."

The evening wrapped up with a hospitality, networking, and dance event featuring DJ Sterling Medley (DJ Loonie Toonez).

Saturday morning began with a Q&A session facilitated by Wendie Wilson, which gave delegates an opportunity to discuss ways they could make inroads into genuinely feeling a sense of belonging to the NSTU within its current structure. NSTU Executive Staff Officers Amanda O'Regan-Marchand and Louis Robitaille also led sessions on NSTU benefits, grants, opportunities, and union structure, governance, and decision-making, offering participants practical information and much-needed clarity about the NSTU.

The next EEE Summit will take place during the 2027-28 school year. For more information about the Summit and issues affecting Black, Indigenous and racialized NSTU members, contact Wendie Wilson at wwilson@staff.nstu.ca





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coming events

AFRICAN HERITAGE MONTH

Strength in Unity Moving Forward with Purpose Prosperity Power and Progress

This year's African Heritage Month provincial theme is "*Strength in Unity: Moving Forward with Purpose, Prosperity, Power, and Progress.*" The theme speaks to the power that comes when African Nova Scotians and people of African descent stand together with a shared sense of direction. It recognizes unity as an active force for change that strengthens communities, advances justice, and creates new opportunities.

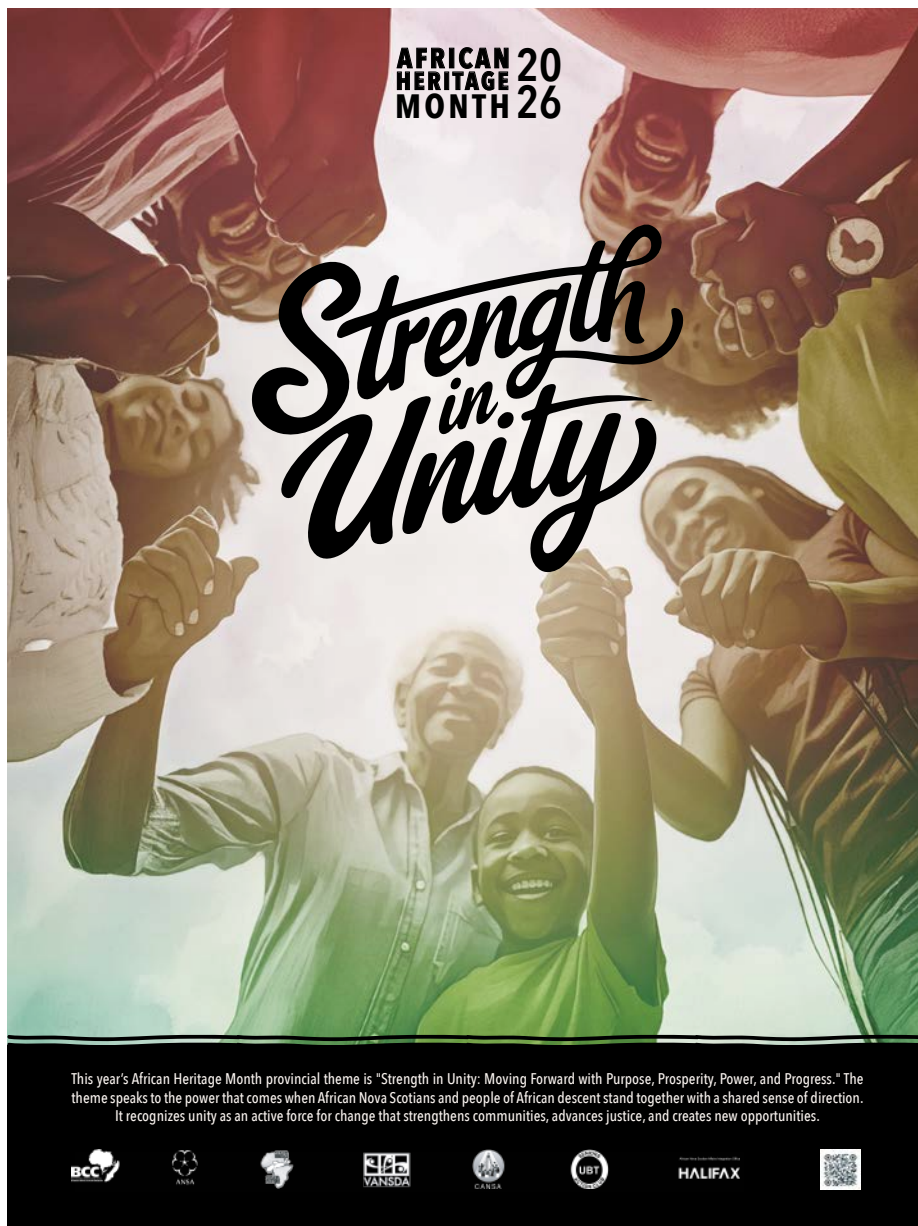
At the heart of this strength are African Nova Scotian elders. In honouring our elders, we celebrate more than 400 years of African presence in Nova Scotia and the enduring legacy of the province's 52 historic African Nova Scotian communities, while renewing our commitment to move forward together with purpose, prosperity, power and progress.

The 2026 theme also reflects the continued journey beyond the United Nations International Decade for People of African Descent, carrying forward the principles of recognition, justice, and development. Strength in Unity calls upon us to harness our collective wisdom, resilience, and creativity to build prosperity in all its forms, cultural, social economic and spiritual.

To order a poster or learn more about African Heritage Month events and municipal proclamations, visit www.bccns.com/ahmposter

More info: www.ahm.bccnsweb.com;

<https://ansa.novascotia.ca/african-heritage-month>



FEBRUARY

Inclusive Education Month

February is Inclusive Education Month in Canada, a time to celebrate and promote equitable, high-quality education for all students in their neighbourhood schools. The month highlights efforts to remove barriers, support diversity, and ensure every learner feels valued and included.

In Nova Scotia, the month features events, advocacy activities, and recognition of individuals who help create welcoming school communities, including the Student Inclusive Education Awards. Info: <https://www.inclusionns.ca>

NSTU Rep Retreats support representatives in their essential role

NSTU President Peter Day spent much of last fall attending NSTU conferences, Local meetings, and Rep Retreats across the province. These annual professional learning opportunities support NSTU school representatives in carrying out their vital role as the primary link between the Union and members in schools, worksites, and regional offices throughout Nova Scotia.

Rep Retreats which took place in the fall included the Tri-County Locals (Digby, Shelburne County and Yarmouth) on September 26 & 27, Strait Locals (Antigonish, Guysborough County, Inverness and Richmond) on October 3 & 4, which coincided with Cape Breton District and Northside Victoria Locals joint event. CSANE's annual session was on October 24 & 25, Lunenburg County's Rep Retreat took place November 1 & 2, and the Kings Local held a retreat for its reps on November 7. On November 8 & 9, NSTU's largest Local, Halifax County, held its Rep Retreat. The Chignecto Regional Locals, Colchester-East Hants, Cumberland and Pictou Locals held its session for on November 14 & 15 the same weekend as Halifax City Local and Queens Local. Dartmouth Local's session took place November 22 & 23, and the Annapolis Local held its event on November 22. Workshops featured at these Rep Retreats vary on the needs of NSTU school reps in the hosting Local and include topics such as: Education and the Law, Social Media practices, Article 60 Funding, and OH&S.

Strait Rep retreat

Executive Staff Officer Jeff Morse is shown presenting a workshop: Education and the Law at the Strait Rep Retreat.



CSANE

Shown are CSANE reps and executive members with NSTU president Peter Day



Lunenburg County

Shown are Peter Day and staff officer Elizabeth Thomas (bottom photo) presenting to reps about their roles and responsibilities.



Kings Local

NSTU's in-house lawyer Leah Kutcher is pictured presenting a workshop about Violence in the Workplace at the Kings Local Rep Retreat.



Halifax County

NSTU president addresses Halifax County reps.



Peter Day with Kings Local reps.

Chignecto Rep Retreat

The Rep Retreat for Chignecto Locals, hosted by the Cumberland Local took place at Fox Harb'r Resort. The Friday evening session included a Round Table session on provincial and regional contracts, NSTU structure, regional benefits. The Saturday morning began with an NSTU Wellness Services Session from NSTU Counsellor Sandra Murray, *The Art of Saying No: Strategies to Establish and Protect Personal Boundaries* and a session about *Insurance Policy Options* with the Chignecto Insurance Trustees Rep, Wade Van Snick.



Counsellor Sandra Murray discusses setting boundaries as part of her session.



Cumberland Local president Stacia Findlay is shown with staff officer Kent Fraser.



Shown are new reps attending the Chignecto retreat. Seated: Danielle MacQueen (Cumberland, Amberst Regional High School), Lara Fawthrop (Colchester East-Hants, South Colchester Academy), Gillian MacDonald (Cumberland, Cumberland North Academy), and Robyn Spears (Pictou, New Glasgow Academy); 1st row standing: Candace Campbell (CEHL, North River Elementary), Jessica Kinnear (Cumberland, Springhill Junior-Senior High School), Christine Scallion (Cumberland, Pugwash, District High School), Cecely Gilby (Pictou, WA MacLeod), and Jared Gogan (Cumberland, Spring Street Academy); 2nd row standing: Andrew Conrad (Cumberland, E.B. Chandler), Leiland MacDonald (Cumberland, Springhill Elementary School), and Erin Linderman (CEHL, Cobequid Education Centre).



NSTU executive director Bethany MacLeod addresses reps.



Insurance trustee Wade Van Snick





Staff officers Kent Fraser and Tim MacLeod host a round table session on the Teachers' Provincial Agreement.



First Vice-presidents Stephen Bradford (Cumberland), Emmy Tremblay (Pictou) and Shannon Roy are shown hosting a round table session.

Dartmouth

Peter Day at Dartmouth Local's Rep Retreat



Chignecto Rep Retreat

Annapolis

NSTU president Peter Day is shown with Annapolis Local reps and executive members.



The LEGACY Collexion

Welcome back to School! Let's Inject equity into the curriculum gradually with Afrotastic NEXT!

Please support us in making a difference in the minds of students BY ORDERING BULK AMOUNTS (50, 100, etc) for your class, school or school board.

Our **Afrotastic activity books** are designed for Grades 4–8, offering engaging, curriculum-linked activities that bring Black history to life **all year long**—not just in February.

- Celebrates Black Canadian history
- Explores global Black achievements

Each 20-page, full-colour book is print-on-demand, allowing schools to order in bulk so every student can participate. Prepaid orders ensure timely delivery straight to your classroom.

Join us in advancing equity in education—equip your students with the tools to learn, reflect, and lead. Purchase a book for your students!

Buy yours today!!



A young boy with short dark hair, smiling broadly, wearing a white t-shirt under a blue denim jacket and a black backpack. He is positioned on the left side of the poster.

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NSTU LEISURE RATE

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Choose from a room with 2 Queen Beds or 1 King Bed and enjoy:

- Complimentary Breakfast
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Rate: **\$119.00 per night**

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resources

DBDLI Africentric Resources

The Africentric Institute, The Delmore Buddy Daye Learning Institute (DBDLI), advances educational change and meaningful opportunities for learners and communities of African ancestry. It works in partnership with African Nova Scotian/Canadian organizations, communities, government partners, and educational institutions to identify, develop, and implement policies, programs, and services that build educational and community capacity.

Through its Africentric Publishing program, DBDLI produces books and resources that proudly amplify and celebrate African Nova Scotian history and heritage. Its classroom and community resources are created specifically for African Nova Scotian learners and educators.

To order publications and/or resources visit DBDLI's online store at: <https://dbdli.ca/publications-resources/>

Other resources for African Heritage Month are found here: <https://www.halifaxpubliclibraries.ca/local-and-family-history/african-heritage-culture/>
<https://bccns.com/resources/>

North Preston featured on this years' LEGACY poster

This year's LEGACY collection celebrates *Seeds of Greatness: Black Communities Across Canada*. Over 400 years of Black history in Canada is shown on this one-of-a-kind poster featuring five historically rich and resilient Black communities, including Nova Scotia's North Preston. North Preston is the largest Indigenous Black community in Canada. It has stood for over 200 years as a symbol of Black resilience, pride, and cultural continuity.

This year's poster blends AI-generated visual art and original graphic design by Order of Canada recipient Robert Small. Each poster is bilingual (English/French), packed with historical context, dynamic character illustrations, QR codes, and an interactive learning component for schools and organizations. To order posters visit: <https://thelegacyposter.com>

LEGACY Enterprises uses art as a powerful vehicle to educate society about the accomplishments of historic people. LE is a powerful advocate for making school spaces conducive to culturally relevant. Other Legacy resources are found here: <https://thelegacyposter.com/products/freebhm>

HOGAN'S ALLEY, VANCOUVER (1900s)

Hogan's Alley was once the heart of Vancouver's first and only historically Black neighborhood — a lively stretch near Union and Main Streets that pulsed with music, family, and culture. From the early 1900s to the 1960s, it was home to Black railway porters, business owners, and artists who helped shape the city's creative and social life.

In the late 1960s, the construction of the Georgia and Dunsmuir viaducts destroyed much of this vibrant community under the guise of "urban renewal." What was lost was more than homes — it was a sense of belonging and legacy.

Today, efforts to revitalize Hogan's Alley represent a powerful act of reclamation. Through art, memory, and activism, Hogan's Alley remains a symbol of resilience and pride.

LITTLE BURGUNDY, MONTREAL (1800s)

Little Burgundy, a neighbourhood in southwest Montreal, stands as one of the most historically rich Black communities in Canada. In the early 20th century, it became home to a vibrant population of African Canadians, many of whom worked as sleeping car porters on the railway — a job that provided economic stability and seeded the growth of Black middle-class life in the city.

Out of this tight-knit, resilient community emerged cultural jazz giants. The rhythm of Little Burgundy's streets echoed with music, activism, and resistance, making it a cradle of Black cultural life in Canada.

However, Little Burgundy was more than just music — it was a stronghold of Black pride, perseverance, and identity.

SANKOFA SQUARE, TORONTO (1900s)

Sankofa Square is the new name for the public space outside Toronto City Hall — a bold step toward reclaiming the Black history buried beneath modern Toronto. This site once stood at the heart of The Ward, a vibrant immigrant and Black community in the 19th century where many formerly enslaved Africans built new lives.

The word Sankofa means "go back and get it" in the Akan language of Ghana — a call to recover what has been lost or forgotten. Naming this space Sankofa Square is more than symbolic. It is a public act of memory and justice, honouring Black Canadians whose contributions were erased by urban renewal and systemic racism.

Today, the square stands as a gathering place — a living monument to the past and a promise to the future.

LEGACY THE OFFICIAL BLACK HISTORY MONTH POSTER PRESENTS SEEDS OF GREATNESS OVER 400 YEARS OF BLACK COMMUNITIES IN CANADA!

Scan the QR code for questions and projects.

NORTH PRESTON, NOVA SCOTIA (1800s)

North Preston, located just outside Halifax, Nova Scotia, is the largest Indigenous Black community in Canada. Established by Black Loyalists, Jamaican Maroons, and refugees from the War of 1812, it has stood for over 200 years as a symbol of Black resilience, pride, and cultural continuity.

Despite generations of systemic racism, economic exclusion, and underinvestment, North Preston has produced leaders, scholars, artists, and athletes who have shaped Nova Scotia and Canada at large. Its churches, music, and family bonds are the lifeblood of the community, sustaining a powerful legacy rooted in faith, identity, and perseverance.

Today, North Preston is not just a place — it's a living testament to what it means to thrive in the face of adversity. It is a community that has never forgotten its past and continues to shape Black history in Canada.

Building Bridges from Campus to Classroom: NSTU's University Liaison Program

The Nova Scotia Teachers Union views teacher development as a continuous journey, beginning with pre-service education and extending throughout a teacher's career. In support of this professional learning continuum, the NSTU works collaboratively with teacher education programs at Acadia University, Cape Breton University, Mount Saint



Tim MacLeod is shown with Mickey Jutras, Assistant professor, Teacher Education/Curriculum and Leadership with St. FX's School of Education.

Vincent University, St. Francis Xavier University and Université Sainte-Anne.

Launched in 2004 in partnership with St. Francis Xavier University, the University Liaison Program offers a range of workshops, presentations, and case studies grounded in research, professional practice, and the Nova Scotia education context. The program begins each fall and continues throughout the academic year. It is coordinated by Executive Staff Officers Amanda O'Regan-Marchand, from the Professional Learning Department, and Tim MacLeod, from Member Services.

On October 29, Tim MacLeod delivered a presentation to second-year elementary and secondary Bachelor of Education students at St. Francis Xavier University. His interactive workshop, *Navigating the Shift: From Student to Professional*, invited future NSTU members to explore both

their concerns and their aspirations as they prepare to enter the profession.

Students discussed worries such as burnout, securing a teaching contract, administrative support, and limited classroom resources, alongside positive expectations including earning a salary and medical benefits, building professional networks, and teaching subjects they are passionate about. MacLeod also provided an overview of Nova Scotia's teaching standards, the Teachers' Provincial Agreement and Regional Agreements, NSTU staff and policies, human resources, best practices, and the importance of building personal connections in the classroom.

Student questions focused on the interview process for obtaining a teaching position, pregnancy and parental leave policies, and emerging issues related to artificial intelligence, particularly the use of deepfakes.

On October 30, Tim MacLeod and Amanda O'Regan-Marchand co-presented an NSTU case study session for students at Cape Breton University's School of Education and Health. Many of the students were showing their Halloween spirit wearing their inventive and creative costumes to the session.

The session used case studies to prompt students to explore, discuss, and reflect on issues relevant to today's classrooms and schools, including fair dealing and Canadian copyright, gender expression, the role of discipline, the professional roles



MacLeod is shown with St. FX secondary students Simon Maliby (left) and Kristyn MacEachern (right).

and relationships between pre-service and associate teachers, and the use of social media.

Throughout the discussion, students were reminded to consider Nova Scotia teaching standards, NSTU policies and procedures, and the guidelines and policies of the Department of Education and Early Childhood Development. The case study approach helps students bridge theory and practice, foster critical thinking, and develop problem-solving skills in realistic classroom scenarios. Drawing on their practicum experiences enriched the dialogue and led to more robust discussions. NSTU case study sessions also provide a safe space for pre-service teachers to examine complex educational dilemmas and engage with diverse perspectives.





Pictured are CBU Elementary Education students Callie MacDonald, Rachael Murphy, Michelle Marr, Morgan Nearing, Lisa Boutilier, and Lily Hayward showing their Halloween spirit in crayon costumes.



O'Regan-Marchand and MacLeod are shown with Kevin Deveaux, (centre) Manager, Experiential Learning in Education Sessional Instructor, Department of Education Cape Breton University.



Do you identify as **African Nova Scotian** or **Indigenous?**

The NSTU is seeking the leadership and expertise of African Nova Scotian and Indigenous teachers or specialists to serve on our Provincial Executive.

A virtual information session hosted by executive staff officers Wendie Wilson and Louis Robitaille is taking place February 3 at 4 pm. Info: appl@nstu.ca.



Meaning of Home

The Meaning of Home is an annual writing contest for students in Grades 4, 5 and 6 that invites students across Canada to submit a poem or essay explaining what home means to them in support of Habitat for Humanity Canada.



The Nova Scotia Impact

In 2025, over 1900 students from Nova Scotian schools submitted entries to the Meaning of Home contest. Three runner-ups from Nova Scotia brought home grants worth \$30,000, raising over \$49,000 for Habitat for Humanity Nova Scotia. The funds will help build safe and affordable homes for families in communities across the province.

Teacher sign-up is now open!

The Meaning of Home contest is a unique and meaningful way to get your students involved in creative writing and giving back in their community. Lesson plans and curriculum to help guide the creative writing process are available to teachers.

Register at: meaningofhome.ca/register

Teachers from Nova Scotia will be entered to win a one-night stay at The Westin Nova Scotian, sponsored by The Westin, Halifax.



Grand Prize (3)
\$30,000 Grant
+ iPad + Pizza Party for
their class



Runner Up (9)
\$10,000 Grant
+ iPad + Pizza Party for
their class



All Entries
\$10 donation to Habitat
for Humanity Nova
Scotia



For more information, please visit: meaningofhome.ca

notices

LOVE Gala

The NSTU is a proud supporter of the LOVE Gala. LOVE's Annual Gala takes place February 13th, 2026 at the Westin Nova Scotian Hotel and will honour unsung heroes in our community (teachers, nurses, advocates, social workers, etc) as well as raise funds for LOVE's youth programming.

LOVE Nova Scotia serves youth in the province with discovering themselves and their potential, including food security, housing, substance use issues, mental health issues, and resume building/interview prep. They help youth gain confidence in themselves, set goals, give back to their community and find healthy ways to express themselves.

If you'd like to nominate a colleague as an unsung hero for the LOVE Gala here is the nomination form: <https://lovenovascotia.org/pages/nominations>

For more information on the event: <https://www.eventbrite.ca/e/love-gala-an-evening-to-honour-unsung-heroes-tickets-1972905554623>
<https://lovenovascotia.org/pages/love-gala>

A promotional graphic for the LOVE Gala 2026. The main text 'LOVE GALA' is in large, bold, red, distressed font. 'ANNUAL' is written in a smaller, white, sans-serif font across the middle of the 'LOVE' and 'GALA'. Below this, a large red arrow points from the word 'LOVE' towards the right. To the left of the arrow, the text 'WHEN: 02/13' is displayed in white. To the right of the arrow, the text 'AT: 6PM 12AM' is displayed in white. Below the arrow, there is a QR code with the text 'SCAN ME' underneath it. To the right of the QR code, the text 'TICKETS AVAILABLE ON EVENTBRITE' and 'LEARN MORE AT LOVENOVASCOTIA.ORG' is displayed in white. Below this, the text 'AT WESTIN NOVA SCOTIA' is displayed in white. At the bottom of the graphic, there is a row of logos for sponsors: CN, Weldon McInnis, BMO, DAVIS PIER, Nova Scotia Teachers Union, and others. The background features a silhouette of a crowd of hands raised, with the text 'Greater than anything' and 'LOVE' on the right side.

executive highlights

January 15 & 16, 2026

- Filed the Table Officers Report;
- Appointed Steve Brooks as the Independent Chair for Annual Council 2026;
- Selected Provincial Executive Members to serve on the Awards Selection Committee;
- Referred the 10.(a)(v) Vehicle Damage motion from February 23 & 24, 2023 Provincial Executive Meeting to the Governance & Policy Committee;
- Adopted a motion that the NSTU Staff investigate online voting procedures used by Teacher Unions in other provinces with respect to cost and accessibility and report back to the Provincial Executive;
- Processed the 2026 Policy Review (Section V – Professional Development) for 2026: reaffirmed five policies, recommended amendments for one policy sent to Annual Council;
- Approved a resolution be forwarded to Annual Council 2026 regarding a new Policy Statement entitled “Teaching Canada’s Co-Official Languages (English or French) as an Additional Language” to be placed in Policy Section II - Curriculum;
- Approved a resolution be forwarded to Annual Council 2026 regarding a new Policy Statement entitled “Use of Artificial Intelligence in Education” to be placed in Policy Section II – Curriculum;
- Approved an amendment to Operational Procedure 11 – Expense Guidelines;
- Politely declined the proposal of a new Professional Association which would have been known as the Structured Literacy Association.

NSTU CAMPAIGN GUIDELINES

Presidential Election



The 2026 deadline for candidates' information is **March 13th** for the March 2026 issue or **April 10th** for the April 2026 issue. This information should be given or sent directly to The Teacher office at theteacher@nstu.ca

Election guidelines for Annual Council Elections are found in NSTU Operational Procedures 10 - Election Procedures, A. Election of the NSTU President.

OPERATIONAL PROCEDURE 10. – ELECTION PROCEDURES

A. Election of the NSTU President

I. Notice of Pending Election

- a. Notice of a pending NSTU Presidential elections shall be posted on the NSTU website and advertised in an issue of The Teacher at least thirty (30) days prior to the closing of nominations.
- b. Notice of a pending NSTU Presidential election shall be sent to NSTU leadership (Local Presidents, RRC Chairs, and Provincial Executive Members) at least thirty (30) days prior to the closing of nominations.
- c. Notice shall include the process for nominations.

II. Nominations

- a. Nominations for the office of NSTU President shall be submitted on the official Nomination Form.
- b. Nomination Forms may be obtained from the Executive Director or designate.
- c. A candidate's Nomination Form must be completed in full, including the signatures of twenty-five (25) Active or Reserve Members, and returned to the Executive Director or designate no later than 4:00 p.m. on the last Friday in February (the closing of nominations).

III. Promotion of the Vote

- a. Posters shall be created and mailed to NSTU Representatives to display at worksites that remind Members of the election dates and times and encourage voting.
- b. The NSTU website shall be used to post messages reminding Members to vote; Locals are encouraged to use their

websites as well to promote the vote.

- c. NSTU Representatives, Local Presidents, RRC Chairs, and Provincial Executive Members will be reminded to encourage their Members to vote on voting day.
- d. On voting day, Members who have supplied non-employer email contact information in the Member Registry will be notified to remind them to vote, with instructions on how to vote.
- e. Locals are encouraged to include training for NSTU Representatives at Local Rep Retreats on the procedures to follow for electronic voting.

IV. Election of President

- a. A candidate must obtain a majority of the votes cast to be elected as the President of the Nova Scotia Teachers Union.
- b. In the event that a candidate does not obtain a majority of votes on the first ballot, there shall be a second ballot. The second ballot shall contain only the names of the two (2) candidates obtaining the highest number of votes cast on the first ballot.
- c. In the event of an equality of votes, the choosing of candidates for the second ballot or for the election of President, the decision shall be by lottery (i.e. placing the names of the candidates on equal size pieces of paper placed in a box and one (1) name being drawn by the Chief Electoral Officer).

V. Voting Day

- a. The first ballot for the NSTU Presidential election shall be held the second (2nd) Wednesday following Annual Council.
- b. If required, a second ballot shall be conducted the fourth (4th) Wednesday following Annual Council.

VI. Financial

- a. Candidates are eligible for reimbursement of election expenses incurred up to three thousand dollars (\$3,000.). In addition, candidates on a second ballot may claim an additional one thousand dollars (\$1,000.) to a total of four thousand dollars (\$4,000.) for election expenses incurred. In addition, the NSTU will cover up to fifteen (15) release days for each candidate on the first ballot. In addition, the NSTU will cover up to three (3) additional days for each candidate on a second ballot.
- b. To be eligible for 100% reimbursement as outlined in VI. a. above the candidate must receive at least 10 percent (10%) of the total votes cast in the first round of voting. Candidates receiving below 10 percent (10%) of the total votes cast in the first round of voting will receive reimbursement based on a prorated amount of their percentage of votes divided by 10 (for clarity, as an example, an individual receiving five point six percent (5.6%) of the total votes cast on the first ballot shall receive reimbursement based on 5.6/10 times three thousand dollars (\$3,000) or one thousand six hundred and eighty dollars (\$1,680)). Percentage vote shall be rounded to the nearest tenth (1/10th) of a percent.
- c. The claim for expenses must be submitted on an Election Claim Form available from the Executive Director or designate. Allowable reimbursable expenses include travel, accommodations, meals, postage, stationery, telephone costs, printing, and other promotional costs. All expenses must be substantiated by receipts and approved by the Executive Director or designate. Release days requiring a substitute teacher must be noted on the Election Claim Form.
- d. Total campaign spending, excluding release days (to a maximum as outlined in VI. a. above), by or on behalf of each candidate may not exceed five thousand dollars (\$5,000.).
- e. Total campaign spending for candidates on a second ballot may include an additional two thousand dollars (\$2,000.) for a total of seven thousand dollars (\$7,000.).

- f. A financial statement report must be submitted on the prescribed form to the Executive Director or designate within sixty (60) days of the election. Such reports to be published in The Teacher.

VII. Candidates' Publicity

- a. In an NSTU Presidential election year, the NSTU shall publish two (2) special election issues of The Teacher. Each candidate for office will be entitled to two (2) pages per issue, content to be determined by the candidate. The first issue will also contain an explanation of the method of voting. Candidate material shall appear in alphabetical order. Once nominated all candidates' input to The Teacher shall be limited to the special election issues. The incumbent President may continue to include the "From the NSTU President" column in The Teacher.
- b. Following the close of nominations, candidates for NSTU President shall be provided a static webpage on the NSTU website, which will host the candidate information that is published in The Teacher and the candidate's election poster. Links to the candidate webpages shall be highlighted on the NSTU homepage during the active campaigning timeframe.
- c. Candidates' statements carried in The Teacher will also be carried on the NSTU website during the campaign.
- d. The NSTU will produce an election poster containing a photograph and brief statement from each candidate. Posters shall be 11" X 17" in size and be a maximum of two (2) colours including background. Colours may be of the candidate's choice. Posters will be mailed to NSTU worksites not later than the second (2nd) Wednesday in April and shall be provided on the basis of one (1) poster per NSTU worksite.
- e. The NSTU shall provide each candidate with two (2) complete school/worksites sets of mailing labels, upon request.

VIII. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. The NSTU shall conduct the Provincial All Candidates' Forum at Annual Council and post the Forum to the NSTU website within one (1) week following Council.

Continued on page 28

continued from page 27

- c. Active campaigning for the office of NSTU President may begin no sooner than the Monday following March Break.
- d. No invitation to prospective candidates shall be given by Locals or RRC's prior to the close of nominations.
- e. Locals and Regional Representative Councils are expected to treat candidates equitably in terms of access to their Members. If a Local or RRC allows a candidate to attend a meeting or event, then an invitation must be extended to all candidates. If a Local or RRC allows a candidate access to Members through social media, then the same access must be extended to all candidates.
- f. Candidates must adhere to the school/ worksite visitation protocol as outlined at the all candidates' orientation.
- g. Suspected violations to these campaign guidelines shall be resolved in the following manner:
 - i. suspected violations shall be reported to the Executive Director or designate, in a timely manner, for resolution;
 - ii. the Executive Director or designate will attempt to resolve the issue informally;
 - iii. if the Executive Director or designate is able to resolve the issue informally no further action is required;
 - iv. if the Executive Director or designate is unable to resolve the issue informally the Executive Director or designate shall direct the issue to the Annual Council Elections Committee to make a ruling;
 - v. The Annual Council Election Committee will meet in a timely fashion to make a ruling and will inform all candidates regarding this ruling, the ruling shall be final; and,
 - vi. rulings may include but are not necessarily limited to:
 - 1. a written warning,
 - 2. a notice of censure to other candidates,
 - 3. a public notice of censure to the membership,
 - 4. a financial penalty, or
 - 5. removal from ballot.

IX. Administrative

- a. All candidates shall be offered the same NSTU services.

- b. The Executive Director or designate, shall arrange an all candidates' orientation to occur before the March Break.
- c. The candidate information kit shall be sent prior to the orientation meeting and shall include a list of the dates of known Local meetings.
- d. Following the election, the Executive Director or designate and the Regional Electoral Officers, with the assistance of NSTU Central Office, shall conduct an evaluation of the election procedures, by surveying the candidates. A report shall be made to the Provincial Executive at its last regular meeting prior to December break. The evaluation forms and report shall be kept on file to facilitate periodic overall reviews.

X. Attendance at Annual Council and Provincial All Candidates' Forum

- a. If not otherwise eligible to attend Council, Candidates may attend Annual Council at the expense of the Union.
- b. A Provincial All Candidates' Forum shall be held Saturday at Annual Council.
- c. The Forum shall consist of seven-minute presentations by each Candidate followed by a question and answer period of up to thirty (30) minutes.
- d. The order of the Candidates' presentations shall be chosen by lots.
- e. The forum will be moderated by the Independent Chair of Annual Council. Extension to the question and answer period will be at the discretion of the Independent Chair with consideration being given to the overall agenda of the business meeting.

General campaign guidelines for all NSTU elections are found in NSTU Standing Orders 8 – Campaign Guidelines.

STANDING ORDER 8 – CAMPAIGN GUIDELINES

- (a) These guidelines apply to any election campaign within the NSTU.
- (b) Active campaigning within Council Chambers is prohibited except for the normal address to Delegates by Presidential and First Vice-Presidential Candidates. Passive campaigning within Council Chambers is permitted.
- (c) Active or passive campaigning for elections or activities not related to the structure or operations of the NSTU are prohibited within Council Chambers.
- (d) Active campaigning shall be considered any

display or action that involves the presentation of partisan information in a manner that is difficult for a group of Delegates to avoid. Examples of such active campaigning include, but is not limited to, the display of campaign posters, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council Chambers including the placing of campaign materials anywhere within Council Chambers prior to, during, or following a Council session, and demonstrations in support of a given candidate.

- (e) Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of written materials containing references to a candidate, the wearing of campaign clothing, buttons, or ornaments, and the presence of a single copy of a candidate's campaign literature at delegates' seats and table spots.

- (f) A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council Chambers prior to the start of the session. This would replace campaign material distribution at other times. A candidate would still be permitted to greet delegates as they enter Council Chambers.
- (g) Paid advertisements in any medium (press, radio, TV, The Teacher) are prohibited.
- (h) The use of employer email is prohibited for campaigning purposes.
- (i) The use of the Membership Registry is prohibited for campaigning purposes by individual candidates.
- (j) The number of campaign posters/banners on display in the hotel(s) at Annual Council may be controlled by the hotel(s). If the hotel(s) do limit the number of posters/banners candidates will be informed of such limitations the week prior to the start of Council. A campaign poster shall include any poster, banner or sign posted by or for a Member running for an elected position that makes a reference to the candidate and/or the position being sought.



We're shining a spotlight on teachers who make inclusion real.

Across Canada, dedicated teachers are creating classrooms where students with diverse learning needs - including those with intellectual disabilities - are welcomed, supported, and able to learn and participate fully. At **Inclusive Education Canada**, we are gathering positive examples of teachers who adapt, collaborate, and innovate to ensure every student belongs.

We invite you to complete our survey so we can collect examples of outstanding practice. Your submission may highlight academic learning, group projects, performances, athletics, vocational experiences, extracurricular activities, field trips, or even a small but memorable moment that shows a teacher making a difference.

As a gesture of appreciation, we will be recognizing **three exceptional inclusive teachers** with gift cards for their classrooms. These honoured educators will also be invited to share their strategies and insights during our **National Inclusive Education Month** observance in **February 2026**, helping to inform effective inclusive practice across the country.

Thank you for helping us celebrate your efforts as you lead the way to make inclusion real in your classroom. Your story strengthens our shared commitment to ensuring that every student is included—and able to succeed.

Teachers can complete our SURVEY by the following LINK:

<https://docs.google.com/forms/d/13xoy4Wp2u-ldk8USykSbtHnVTX28cxL-j2gPZbQ4TKQ/edit>

NSTU Webmail has ended... but let's stay in touch



Visit <http://www.nstucentral.ca> and
update your member registry profile
with a preferred non-employer email

Don't know your username?
Email webaccounts@nstu.ca for help





NOTICE OF REGIONAL, AFRICAN NOVA SCOTIAN, AND INDIGENOUS PROVINCIAL EXECUTIVE ELECTIONS

Spring 2026

BACKGROUND

NSTU By-Law Article I – Membership sub-article 2 defines eligibility to hold office:

The rights of Active Membership shall include, but not necessarily be limited to the right to vote and hold office at the local and provincial level.

NSTU By-Law Article II – The Council sub-article 1 defines the Provincial Executive as:

The Executive of the Council as described in the Teaching Profession Act shall be the Provincial Executive.

NSTU By-Law Article III – The Provincial Executive sub-article 1 outlines the composition of the Provincial Executive as:

1. COMPOSITION

- (a) *The composition of the Provincial Executive shall be: the President, the First Vice-President, the Immediate Past-President, twenty-one (21) Regional Members, one (1) African Nova Scotian Member, and one (1) Indigenous Member. African Nova Scotian as self-identified and Indigenous as self-identified.*
- (b) *The number of Regional Members and the regions from which they shall be elected are as follows:*
 - (i) *Annapolis/Hants West/Kings* 2 Members
 - (ii) *Antigonish/Guysborough* 1 Member
 - (iii) *Atlantic Provinces Special Education Authority (APSEA)* 1 Member
 - (iv) *Cape Breton Industrial* 2 Members
 - (v) *Colchester/East Hants* 1 Member
 - (vi) *Conseil syndical acadien de la Nouvelle-Écosse (CSANE)* 2 Members
 - (vii) *Cumberland* 1 Member
 - (viii) *Dartmouth* 1 Member
 - (ix) *Digby/Shelburne County/Yarmouth* 2 Members
 - (x) *Halifax City* 2 Members
 - (xi) *Halifax County* 2 Members
 - (xii) *Inverness/Richmond* 1 Member
 - (xiii) *Lunenburg County/Queens* 1 Member
 - (xiv) *Northside Victoria* 1 Member
 - (xv) *Pictou* 1 Member
- (c) *A Provincial Executive Member must be an Active Member of the NSTU.*
- (d) *A Provincial Executive Member shall not concurrently hold office at the Local, Regional, or Professional Association Level.*
- (e) *Pursuant to 1 (b) where some regions elect more than one (1) member, one (1) of the two (2) elected Members shall be designated for an individual from an Equity-Owed group, Equity-Owed as defined in NSTU Operational Procedures. If no Equity-Owed Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.*

NSTU By-Law Article III – The Provincial Executive sub-article 4 outlines the election process of the Provincial Executive as:

4. ELECTIONS

- (a) *The President shall be elected by a majority vote of the entire Active and Reserve Membership following the process outlined in Operational Procedures.*
- (b) *The First Vice-President shall be elected by a majority vote conducted at Annual Council following the process outlined in Operational Procedures.*
- (c) *The Second Vice-President and Secretary-Treasurer shall be elected by the Provincial Executive at a meeting prior to the commencement of the term of office from amongst the Regional Members who will be Members of the Provincial Executive on August 1st of that year. The election shall be by majority vote.*
- (d) *Regional Members shall be elected by a plurality vote of the entire Active and Reserve Membership of the regions defined in 1. (b), following the process outlined in Operational Procedures.*
- (e) *The African Nova Scotian Member and the Indigenous Member shall be elected by a plurality vote of the entire Active and Reserve membership who self-identify as African Nova Scotian or Indigenous respectively following the process outlined in Operational Procedures.*

NSTU By-Law Article III – The Provincial Executive sub-article 8, C outlines the duties of the Provincial Executive as:

8. DUTIES

- C. *The Provincial Executive functions in the name of Council between sessions; it shall perform its duties in a manner that is consistent with the will of Council as expressed through resolutions passed by Council. In addition, the Provincial Executive shall carry out duties imposed specifically by the Teaching Profession Act, these By-Laws, Standing Orders, and Operational Procedures. The Provincial Executive will have, but not necessarily be limited to, carrying out the following duties:*
 - (i) *appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration, and terms of employment, including bonding;*
 - (ii) *provide suitable offices and equipment for carrying on the work of the NSTU;*
 - (iii) *direct and supervise the business, property, and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Provincial Executive shall be forwarded to the upcoming Council as resolutions;*
 - (iv) *determine the place and date and make arrangements for workshops and special Council meetings;*
 - (v) *issue a post-Council press release;*
 - (vi) *provide assistance with organizing Locals, Regional Representative Councils, and Professional Associations;*

- (vii) shall ratify constitutions of Locals, Regional Representative Councils, and Professional Associations by following regulations outlined in the NSTU Operational Procedures;
- (viii) determine the boundaries of the Locals;
- (ix) publish a magazine or other official publications;
- (x) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
- (xi) have the power to convene an emergency meeting of a Local or a meeting of the NSTU Members in a given area; and,
- (xii) is empowered to exercise on behalf of the Union, as the Provincial Executive deems advisable from time-to-time, the powers of the Union under the Teachers' Pension Act and report thereon to the Council at the next following meeting of the Council.

REGIONAL, AFRICAN NOVA SCOTIAN, AND INDIGENOUS PROVINCIAL EXECUTIVE ELECTIONS TO BE HELD IN THE SPRING OF 2026

Regions Elections	Number of Members to be Elected
Annapolis/Hants West/Kings*	1 Member
Antigonish/Guysborough	1 Member
Cape Breton District*	1 Member
Colchester/East Hants	1 Member
Conseil syndical acadien de la Nouvelle-Écosse (CSANE)*	1 Member
Dartmouth	1 Member
Digby/Shelburne County/Yarmouth*	1 Member
Halifax City*	1 Member
Halifax County*	1 Member
Inverness/Richmond	1 Member
Lunenburg County/Queens	1 Member
Provincial Elections	Number of Members to be Elected
African Nova Scotian	1 Member
Indigenous	1 Member

* Indicates a Region where one (1) of the two (2) elected Members shall be designated for an individual from an Equity-Owed group, Equity-Owed as defined in NSTU Operational Procedures. If no Equity-Owed Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.

DEFINING EQUITY

NSTU Operational Procedure 9 defines equity as:

9. DEFINING EQUITY

In instances where there are references to terms such as Equity-Owed, Equity-Deserving, or Equity-Seeking in NSTU documents these terms are defined as: a traditionally underrepresented in Union Leadership individual who self-identifies as being Mi'kmaq, Wolastogew, First Nations, Indigenous, Inuit, or Métis; Black, African Nova Scotian, or of African Descent; Acadian; Person of Colour or Racialized; Two-Spirited, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, or additional sexual orientation or gender identity; a person with a Disability; a woman; or an individual from any other group traditionally underrepresented in union positions.

PROCEDURE AND TIMELINE OF ELECTION PROCESS FOR REGIONAL MEMBERS

NSTU Operational Procedure 10 – Election Procedures subsection B outlines the voting procedures for Regional Provincial Executive Members as:

B. Elections/By-Elections for Regional Provincial Executive Members

I. Notice of Pending Election

- a. Notice of all pending Regional Provincial Executive elections shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- b. Notice of a pending Regional Provincial Executive election shall be sent to NSTU leaders (Local President(s), RRC Chair (if applicable), and Provincial Executive Member(s)) from within the boundaries of the region as defined in NSTU By-Laws Article III – The Provincial Executive at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- c. Notice shall include the process for nominations.
- d. Notice shall include the requirements regarding Equity-Owed Provincial Executive seats.

II. Nominations

- a. Nominations for the office of Regional Provincial Executive shall be submitted on the official Nomination Form.
- b. The official Nomination Form may be found on the NSTU website.
- c. Individuals may nominate themselves.
- d. A candidate's Nomination Form must be completed and returned to the Executive Director or designate no later than 4:00 p.m. on the second (2nd) Friday of February (the closing of nominations). **(for Spring 2026 elections this means Friday, February 13, 2026)**
- e. In the event that no nominations are received in a given region, the close of nominations shall be extended by four (4) weeks, and notice shall be sent to NSTU leaders from within the boundaries of the region. **(for Spring 2026 elections this means Friday, March 13, 2026)**
- f. In electoral regions with two (2) Provincial Executive seats, one (1) of the two (2) elected Members shall be designated for an individual from an Equity-Owed group. If no Equity-Owed Member(s) offers to run as a candidate in the first round of nominations a subsequent nomination period shall be open to all Active Members.

III. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. Active campaigning for the office of Regional

Provincial Executive Member may begin no sooner than the close of nominations.

- c. A one-page (8 ½ x 11) poster will be printed and circulated to NSTU Representatives within the Region by NSTU Central Office upon receipt from a candidate. An electronic copy of the poster shall be circulated, by NSTU Central Office, to members in the region.
- d. If a Local invites candidates to attend a Local meeting or event, the invitation must be extended to all candidates.
- e. Campaign spending by or on behalf of each candidate may not exceed two hundred dollars (\$200). Candidates are solely responsible for all campaign spending.
- f. All candidates shall submit an official financial statement report form to the Executive Director or designate within sixty (60) days from the conclusion of the election. This report is to include an itemized list of expenditures.
- g. Suspected violations to these campaign guidelines shall be resolved in the following manner:
 - i. suspected violations shall be reported to the Regional Electoral Officer, in a timely manner, for resolution;
 - ii. the Regional Electoral Officer will attempt to resolve the issue informally;
 - iii. if the Regional Electoral Office is able to resolve the issue informally no further action is required;
 - iv. if the Regional Electoral Officer is unable to resolve the issue informally the suspected violation shall be referred to the Executive Director or designate for resolution;
 - v. the Executive Director or designate will attempt to resolve the issue informally;
 - vi. if the Executive Director or designate is able to resolve the issue informally no further action is required;
 - vii. if the Executive Director or designate cannot resolve the issue informally the Executive Director or designate shall make a ruling and inform candidates and the Regional Electoral Officer regarding this ruling, the ruling shall be final; and,
 - viii. rulings may include but are not necessarily limited to:
 1. a written warning,
 2. a notice of censure to other candidates,
 3. a public notice of censure to the membership, or
 4. removal from ballot.

IV. Voting Day

- a. The voting day shall be the third (3rd) Wednesday in April. **(for Spring 2026 elections this means Wednesday, April 15, 2026)**

PROCEDURE AND TIMELINE OF ELECTION PROCESS FOR AFRICAN NOVA SCOTIAN AND INDIGENOUS MEMBERS

NSTU Operational Procedure 10 – Election Procedures sub-section C outlines the voting procedures for Regional Provincial Executive Members as:

C. Elections/By-Elections for African Nova Scotian and Indigenous Provincial Executive Members

I. Notice of Pending Election

- a. Notice of pending African Nova Scotian and Indigenous Provincial Executive election(s) shall be posted on the NSTU website and advertised in an issue of *The Teacher* at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- b. Notice of pending African Nova Scotian and Indigenous Provincial Executive election(s) shall be sent to NSTU leaders (Local Presidents, RRC Chairs, and Provincial Executive Members) at least thirty (30) days prior to the closing of nominations. **(for Spring 2026 elections this means Wednesday, January 14, 2026)**
- c. Notice shall include the process for nominations.

II. Nominations

- a. Nominations for the office of African Nova Scotian and Indigenous Provincial Executive shall be submitted on the official Nomination Form.
- b. For the African Nova Scotian Provincial Executive position, nominations are open to individuals who self-identify as being African Nova Scotian. For the Indigenous Provincial Executive position, nominations are open to individual who self-identify as being Mi'kmaq, Wolastoqew First Nations, Indigenous, Inuit, or Métis.
- c. The official Nomination Form may be found on the NSTU website.
- d. Individuals may nominate themselves.
- e. A candidate's Nomination Form must be completed and returned to the Executive Director or designate no later than 4:00 p.m. on the second (2nd) Friday of February (the closing of nominations). **(for Spring 2026 elections this means Friday, February 13, 2026)**
- f. In the event that no nominations are received, the close of nominations shall be extended by four (4) weeks, and notice shall be resent to NSTU leaders. **(for Spring 2026 elections this means Friday, March 13, 2026)**

III. Campaigning

- a. Campaign guidelines are as set out in NSTU Standing Orders and these Operational Procedures.
- b. Active campaigning for the office of African Nova Scotian and Indigenous Provincial Executive Member may begin no sooner than the close of nominations.
- c. A one-page (8 ½ x 11) poster will be circulated

electronically to NSTU Representatives by NSTU Central Office upon receipt from a candidate. An electronic copy of the poster shall be circulated, by NSTU Central Office, to members.

- d. If a Local invites candidates to attend a Local meeting or event, the invitation must be extended to all candidates.
- e. Campaign spending by or on behalf of each candidate may not exceed two hundred dollars (\$200). Candidates are solely responsible for all campaign spending.
- f. All candidates shall submit an official financial statement report form to the Executive Director or designate within sixty (60) days from the conclusion of the election. This report is to include an itemized list of expenditures.
- g. In cases where a vote is required a virtual All Candidates Forum shall be organized by the NSTU in the following manner:
 - i. The Forum shall take place at least one (1) week prior to Voting Day at a time selected by the Table Officers.
 - ii. The Forum shall consist of seven (7) minute presentations by each Candidate followed by a question-and-answer period of up to thirty (30) minutes. Candidates will be offered up to two (2) minutes each to provide an answer to questions. Candidates will alternate turns in answering questions.
 - iii. The order of the Candidates' presentations shall be chosen by lots.
 - iv. The Forum will be moderated by the Regional Electoral Officer. The Regional Electoral Officer may extend the question-and-answer period at their sole discretion.
- h. Suspected violations to these campaign guidelines shall be resolved in the following manner:
 - i. suspected violations shall be reported to the Regional Electoral Officer, in a timely manner, for resolution;
 - ii. the Regional Electoral Officer will attempt to resolve the issue informally;
 - iii. if the Regional Electoral Office is able to resolve the issue informally no further action is required;
 - iv. if the Regional Electoral Officer is unable to resolve the issue informally the suspected violation shall be referred to the Executive Director or designate for resolution;
 - v. the Executive Director or designate will attempt to resolve the issue informally;
 - vi. if the Executive Director or designate is able to resolve the issue informally no further action is required;
 - vii. if the Executive Director or designate cannot resolve the issue informally the Executive Director or designate shall make a ruling and

inform candidates and the Regional Electoral Officer regarding this ruling, the ruling shall be final; and,

viii. rulings may include but are not necessarily limited to:

1. a written warning,
2. a notice of censure to other candidates,
3. a public notice of censure to the membership, or
4. removal from ballot.

IV. Voting Day

- a. The voting day shall be the third (3rd) Wednesday in April. **(for Spring 2026 elections this means Wednesday, April 15, 2026)**
- b. The Regional Electoral Officer shall be the NSTU First Vice-President or designate as selected by the Table Officers.

NOMINATIONS: The Nomination Form is submitted online at: <https://nstu.ca/the-nstu/communications/online-forms/provincial-executive-nomination-form>.

CONTACT PERSON: Louis Robitaille at lrobitaille@staff.nstu.ca or 1-800-565-6788 (local 902-477-5621).



PROVINCIAL EXECUTIVE ELECTION SCHEDULE 2026

Provincial Executive Seat(s)	# Members to To Be Elected
African Nova Scotian (1)	1 Member
Annapolis/Hants West/Kings (2)	1 Member
Antigonish/Guysborough (1)	1 Member
Atlantic Provinces-Special Education Authority (APSEA) (1)	No Election
Cape Breton District (2)	1 Member
Colchester/East Hants (1)	1 Member
Cumberland (1)	No Election
Conseil syndical acadien de la Nouvelle-Écosse (CSANE) (2)	1 Member
Dartmouth (1)	1 Member
Digby/Shelburne/Yarmouth (2)	1 Member
Halifax City (2)	1 Member
Halifax County (2)	1 Member
Indigenous (1)	1 Member
Inverness/Richmond (1)	1 Member
Lunenburg County/Queens (1)	1 Member
Northside-Victoria (1)	No Election
Pictou (1)	No Election

Election date: April 15, 2026

as of January 29, 2026

Frequently Asked Questions about the Canada Student Loan Forgiveness Program for Educators

As of December 31, 2025, teachers and early childhood educators (ECE) **in rural and remote areas** are officially included in the Canada Student Loan Forgiveness program. Learn more about the eligibility requirements and application process.



Who is eligible?

In addition to being a teacher or an ECE working in an eligible community, to qualify you need to:

- Complete **10 consecutive months** of employment;
- Provide a **minimum of 400 hours** of in-person services;
- Have a **federal** student loan in good standing (must be up to date on your payments) and;
- Be **certified** or registered in your profession.

How much of my loan could be forgiven?

Eligible teachers could receive **up to \$30,000** and **ECEs** could receive **up to \$15,000**, over five years.

The annual loan forgiveness amount for eligible teachers will be \$4,000 in year 1, \$5,000 in year 2, \$6,000 in year 3, \$7,000 in year 4, and \$8,000 in year 5.

Loan forgiveness can only be applied to the outstanding part of your **federal** student loan.

What is considered a rural or remote community?

For the purposes of loan forgiveness, the definition of an eligible community is a **rural area** or a **population centre with no more than 30,000 people living in it** (according to census figures).

To find out if a community may be eligible, use the [postal code lookup tool](#) on the Government of Canada's website.

I have an outstanding Canada Student Loan. When can I start applying for loan forgiveness?

You can apply for Canada Student Loan Forgiveness while you are in repayment, which includes your 6-month non-repayment period. You can also apply while you are pursuing further studies.

Teachers who have **worked 10 consecutive months as of December 31, 2025*** (or later) and meet all other eligibility criteria can apply by mail using the following form: [Application for Canada Student Loan Forgiveness](#). Paper applications will be processed after March 16, 2026. It is expected that by mid-March 2026, educators will be able to apply online.

Once you have worked in an eligible occupation for 10 consecutive months, you have 90 days to apply for the benefit.

*Currently, due to the requirement for 10 months of prior consecutive work, educators may not be eligible to apply **until June 2026**. Despite this regulatory challenge, we recommend that members apply for loan forgiveness at their earliest convenience. Please note that applications may be rejected given the current work period regulations. Members who receive rejections are encouraged to email the CTF/FCE at cslf-erpec@ctf-fce.ca so that we may track this issue and continue to advocate for regulatory improvements.

Why is loan forgiveness being implemented in rural and remote areas?

Loan forgiveness has long served as an incentive for eligible occupations, such as doctors and nurses, to relocate to areas of the country that are typically underserved. At a time when rural and remote communities in Canada need more resources and economic development, this program aims to attract and retain qualified educators in rural areas.

LEARN MORE





Travel is an important part of life for many plan members – and understanding the travel insurance benefit that’s available to you is key to ensuring peace of mind while you’re away from home – so you can focus on the journey, not the “what ifs”. No matter the reason for your trip or where you’re headed, having travel insurance in place can make all the difference.

The NSTU Group Insurance Plan offers both active and retired members the NSED Group Travel Plan and the NSTU Trip Cancellation / Trip Interruption Plan insured by Medavie Blue Cross that provides year-round coverage.

NSED Out-of-Province / Canada Emergency Medical Insurance

A 35-day annual Base Plan can be purchased and provides coverage for an unlimited number of trips up to 35 consecutive days per trip during the policy year.

For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip longer than 35 days and includes the annual Base Plan coverage. The Supplemental Plan also includes a 40-day plan to provide more travel options for members.

Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1st.

NSED Trip Cancellation / Trip Interruption Plan

This plan helps protect travelers against unforeseen circumstances that may prevent or interrupt a trip. This annual plan provides the following:

- Trip Cancellation - up to a maximum of \$5,000 per insured person per annual coverage period.
- Trip Interruption - up to a maximum of \$5,000 per insured person for each covered trip.
 - Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
 - Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.
 - Personal effects – actual cash value or \$500, whichever is less.
 - Document replacement – up to a maximum of \$200.
 - Baggage Delay – up to \$400.

What if I have a medical emergency while outside of Canada?

If you or an eligible family member have an unexpected illness or injury (including COVID-19) and you are insured under the NSED Travel Out-of-Province / Canada Emergency Medical Insurance Plan, it is extremely important to call or, if you cannot, have someone call for you the Medavie Blue Cross travel assistance provider at **1-800-563-4444 in Canada and USA or collect at 1-506-854-2222 elsewhere in the world**. These numbers are on your ID card(s); therefore, it is important that you bring this card with you when you travel and share the numbers with a family member or travel companion. You should also have access to your family’s provincial health cards when you travel. If you choose not to call the travel assistance provider, eligible expenses will be reimbursed at 80%, except in extreme circumstances when you are unable to call.

For a trip cancellation or interruption claim, you must use the same contact numbers as indicated above for the medical coverage. The NSED Trip Cancellation / Trip Interruption plan does not cover any claims related to COVID-19.

Please note, Medavie Blue Cross as the underwriter of these plans will not cover, provide services, or pay claims, for expenses if you have any pre-existing conditions unless the condition is stable prior to travel, and when medical attention is not anticipated during the travel period.

To be considered medically stable you must not have, in the six months before the departure date:

- i) been treated or evaluated for new symptoms or new diagnosis; - had symptoms that increased in frequency or severity, or examination findings indicating the condition has worsened; - been prescribed a new treatment or change in treatment for the condition; - been admitted to or treated in a Hospital or referred to a specialist for the condition; - been awaiting new treatment, tests, consultations or referrals regarding the medical condition (does not include routine testing provided the results are within normal limits and no change in treatment is recommended).
- ii) This also does not include coverage for expenses incurred as a result of a condition caused by a change in medication within 90 days prior to departure (generally does not include routine changes in medication as part of an established treatment plan, for example daily/weekly adjustments of blood thinners or insulin based on blood test results or a change to a generic product, unless the dosage is modified).

Preparation is the key to a smooth claims experience if you and/or an eligible family member have a medical emergency or have your trip cancelled or interrupted. Preparation should include the following:

1. Have all travel documents accessible.
2. Have your travel insurance ID card available and share its location with your family or travel companions.
3. Always call the travel assistance provider in the event of a claim.
4. Bring along your benefit booklet(s) for reference should you need them.

We trust the information outlined above is helpful. Please don't forget to visit our website at www.nstuinsurance.ca, to review the many benefits and programs available to you through the NSTU Group Insurance Plan.



Homewood
Health

Improving life with... **The Winter Wellness Challenge!**

The NSTU Group Insurance Trustees are pleased to bring you this five-week event starting Feb. 2nd to challenge you to discover what wellness looks like for you.

When most of us think about wellness, we think of physical fitness and healthy eating. While those are components of health, there are many other factors that affect our wellbeing and quality of life. This event will encourage you to incorporate many different aspects of wellness into your life, including physical, nutritional, psychological, intellectual and social/community wellness.

As a registered participant, you will input your daily activities with just a few clicks of the mouse. Keep a log of your activities and enter them at the end of the week or take a few minutes at the end of each day and watch your points add up to a healthier you!

Join the winter wellness challenge and have fun getting healthy with us!



Individual & Team Challenge

Open to active members (term, probationary & permanent contract) of the Nova Scotia Teachers Union & PSAANS

Prizes to be won for:

- ☐ Highest Score
- ☐ Random weekly prizes
- ☐ Random draw for registering before Feb. 1st, 2026

Registration begins Jan. 19th www.healthycommunity.ca/lifestyles/NSTUChallenge

Winter Wellness Challenge



As we kick off the new year, the NSTU Group Insurance Trustees are excited to announce the return of the Winter Wellness Challenge brought to you through your Employee and Family Assistance Program (EFAP) Provider, Homewood Health.

We encourage all active plan members of the NSTU (term, probationary & permanent contract) and PSAANS to join the challenge that starts on **February 2nd** and runs until **March 8th**.

This challenge promotes various aspects of your overall health and wellbeing: physical fitness, nutrition, intellectual, psychological and social/community. Over the course of five weeks, you can complete the challenge on your own or in teams. There will be weekly random draw prizes, a prize for the highest score as well as a random draw for registering before February 1st.

Please see the included flyer and www.nstuinsurance.ca for more details. You can get in on the action by registering at www.healthycommunity.ca/lifestyles/NSTUChallenge. Registration opens on **January 19th**.

Wellness means feeling your best in all areas of your life, so give this challenge a try. You may find that you are able to learn something new about wellness, develop some healthy habits and have fun along the way!

Enjoy the challenge!

Your NSTU Group Insurance Trustees,

Joël Chiasson	CapeBretonTrustee@nstu.ca
Krissy Brewer	HalifaxTrustee@nstu.ca
Wade VanSnick	ChignectoTrustee@nstu.ca
Shari MacGillivray	StraitTrustee@nstu.ca
Joanne Richardson-Landry	AnnapolisValleyTrustee@nstu.ca
Paula Landry	ProvincialTrustee@nstu.ca

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1 833 583.3301 to get your price.

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car and home insurance

classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional number.

Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.

To book, call Nancy Day at 1-800-565-6788 or email theteacher@nstu.ca

Permanent HRCE Elementary Teacher looking for one year job exchange (potentially longer) with teacher in CBVRCE. French qualified. Possible housing swap. Contact: Hrcetocbce@gmail.com

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program are

**October 1, February 1
& April 1.**

Applications for active NSTU members are available through your NSTU rep,

on the NSTU website at www.nstu.ca or

at Central Office 477-5621 or 1-800-565-6788.

The internship provides members with an opportunity to learn more about the NSTU.



Nova Scotia Teachers Union

**The deadline for the March issue
of The Teacher is March 10**

Contact Nancy at 902-477-5621 or theteacher@nstu.ca

2025-2026 NSTU RETIREMENT SEMINARS SCHEDULE

DATE	REGION	LOCATION
October 7-8, 2025	HRCE	Nova Scotia Teachers Union – Halifax
October 15-16, 2025	TCRCE	Tru by Hilton – Yarmouth
October 21-22, 2025	CCRCE	Wandlyn Convention Centre (Travelodge) – Amherst
October 28-29, 2025	AVRCE	Old Orchard Inn – Greenwich
November 4-5, 2025	SRCE	Port Hawkesbury Civic Centre – Port Hawkesbury
November 18-19, 2025	CBVRCE	Holiday Inn Harbourfront – Sydney
December 2-3, 2025	SSRCE	Best Western Plus – Bridgewater
December 9-10, 2025	HRCE	Nova Scotia Teachers Union – Halifax
January 6-7, 2026	CCRCE	Pictou County Wellness Centre – Stellarton
February 11-12, 2026	HRCE	Nova Scotia Teachers Union – Halifax
February 18-19, 2026	HRCE	Nova Scotia Teachers Union – Halifax
February 24-25, 2026	CCRCE	Inn on Prince – Truro

Information from the



Nova Scotia Teachers Union

FEEL LIKE A CHANGE?



Secondments at the Nova Scotia Teachers Union

The Nova Scotia Teachers Union is updating its resource file of active members interested in short-term secondment to NSTU staff.

Seconded staff supplement the work of permanent Union staff, and increase staff available when the demand exceeds the capacity of the organization.

Individuals may be seconded to provide a service or program over a period of weeks, to serve as a resource person or liaison with a Union committee or group or to initiate and/or implement a specific program, project or task.

Secondments may be in member services, professional services, public relations, public affairs or organizational support.

Active members interested in being listed in the resource file are requested to print and fill out an application form available on-line by:

- ENTERING THE NSTU WEBSITE
- SELECT "STAFF"
- SELECTING "SECONDMENTS" FROM THE MENU ON THE LEFT-HAND SIDE

Information forms will be retained in the resource file for a period of one year.