

# NBTA News



April 26, 2006  
Vol. XLVIII, No. 8

*New Brunswick Teachers' Association*

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**Final Copy Deadline  
For NBTA News:  
Monday, May 29**

The Power of  
**Learning**



## Branch Resolutions to Annual General Meeting May 25-27, 2006

1. BE IT RESOLVED that the NBTA lobby the Department of Education to reinstate provincial exams at the grade 11/12 final compulsory course level.

Rationale: Standards must be maintained throughout the province in all compulsory courses and there needs to be accountability in light of multi-levelled classrooms.

2. BE IT RESOLVED that the NBTA lobby the Provincial Government to include a 2-week winter break in the calendar for the 2009-10 school year to coincide with the dates of the Vancouver Winter Olympics.

Rationale: All Canadian students and families should have the opportunity to see in person and/or work/volunteer at the Olympics if they wish. Sufficient planning and lead time for interested persons is necessary; therefore, all parties should be made aware of this confirmation well in advance of the 2009-10 school year.

3. BE IT RESOLVED that NBTA request that the NBTF negotiate in our next contract a clause stipulating that teachers must be informed of the specifics of any allegations or complaints made against them at the time that they

are notified that there are complaints concerning them.

Rationale: In trying times, teachers are vulnerable to false accusations resulting in investigations by Superintendents or their appointees. Whether the accusations fall under Policy 701 or some other category, the notice of such an investigation instills great anxiety in the targeted teachers, especially when they are not told the specifics of the complaint or accusation. All teachers, as citizens, should have the right to be able to prepare adequately for an interview dealing with any complaints or accusations against them.

4. BE IT RESOLVED that NBTA ask the NBTF to recommend to the Department of Education that sensitivity training be given to those investigating complaints so that they appreciate the immense additional stress such an action places on an individual teacher, especially when he/she is innocent of any wrong-doing. Investigators should expedite the process in as rapid a time as possible to minimize the duration of undue stress and anxiety.

*(continued on the pages 2 & 3...)*

Rationale: When an announcement of a complaint or accusation is made against a teacher, the result is very stressful for an individual educator whether he/she has erred or not.

5. BE IT RESOLVED that the NBTA lobby the Department of Education to replace *all* teachers when absent regardless of teaching position or the reason for the absence.

Rationale: It has become common practice that no substitute be provided when Literacy teachers or Resource and Methods teachers are absent. As a result of this practice, individual students or groups of students who benefit from the intervention provided by these teachers are not receiving the assistance they require. Selected Resource and Methods teachers have been taking a course related to working with children with autism. This course has required these teachers to be away from their schools for *extensive* periods of time *without* a replacement.

6. BE IT RESOLVED the school administrator position of Principal have a maximum

allocation of a 5-year period in one school.

Rationale: Principals often remain at the same school for a long period of time, some for their entire administrative life. Just as teachers are assigned a variety of teaching levels throughout their careers, so also should principals be assigned to administer a variety of schools to gain insight to differences in school philosophy and vision. All schools would benefit from different expertise of leadership.

7. BE IT RESOLVED that NBTF seek to abolish the current practice of including preparation time as part of a teacher's right to a 60-minute uninterrupted lunch hour.

Rationale: According to Article 22, Subsection 02, all teachers shall be entitled to a duty-free lunch period of at least sixty (60) minutes. For many years, teachers have forfeited their right to an uninterrupted 60-minute lunch hour, providing tutoring for students, conducting extracurricular activities, meeting with teachers, phoning parents, preparing for class, and fulfilling assigned lunch and/or yard duties. Teachers who are requesting their

right to a 60-minute uninterrupted lunch hour should not be penalized by having part of their preparation time included within the 60-minute lunch period.

8. BE IT RESOLVED that the phrase "Where local circumstances permit" be removed from Article 19.01 and it be restated that teachers shall be guaranteed, within the hours of instruction during which teachers are required to teach and students are required to remain in class, a minimum of one preparation period of not less than thirty-five (35) minutes per day or an equivalent amount of preparation time based on a longer period of time. It is understood that the Employer is not required to employ additional teachers in order to provide such preparation periods.

Rationale: All teachers have the same workload, therefore equal time should be guaranteed for preparation time.

9. BE IT RESOLVED that the NBTA/NBTF adopt a zero tolerance policy to deal with threats made toward teachers

## Moving? Name Change? Not Getting Your NBTA News? LET US KNOW!

In order to keep our NBTA members' database as accurate as possible, it is important that you advise the NBTA Communications Department (Carlene Merrick, 452-1833) of any changes such as marital status, home address, school location, phone number, etc., as soon as possible. This is necessary to ensure that all mailings reach our members and that our nominal roll is up to date for voting purposes. Initial information is collected on the green registration forms, but changes occur. Many of these changes occur during the summer months.



We do not receive this updated information through any other source, so please keep us informed of any changes.

Thank you for your assistance in helping us serve you better.



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Editor: Jim Dysart

Editorial Assistant: Loretta Clarke

Graphic Artist: Christy Price

Printed By: NBTF Printing Services

Member: CEPA

Address all correspondence to:

The Editor

P.O. Box 752, Fredericton, N.B.

E3B 5R6

Telephone: (506) 452-8921

FAX: (506) 453-9795

E-mail: nbtanews@nbnnet.nb.ca

Web: www.nbta.ca

including verbal threats, written threats, and physical threats.

Rationale: Teachers are entitled to a safe working environment. In the past, teachers have faced verbal, written, and physical threats from students. After internal and external investigation, these students are returned to a class instructed by the teacher who was a target of the threats. This leaves the teacher with a feeling of vulnerability and a fear for his/her well-being, as well as for the safety of other students presiding in the class.

10. BE IT RESOLVED that NBTA/NBTF pursue an amendment to the NB Teachers' Pension Act that would allow a teacher to purchase, as pensionable service, up to 2 years of unpaid leave for Military Service.  
Note: The government has signed a declaration of support to the Reserve Force including allowing time off without pay for up to a year for Military Service. The Teachers' Pension Act allows for a teacher to purchase pensionable service in other areas; maximum two years' regular leave, maternity and educational leave. This military leave would be an addition to these circumstances.

Rationale: There are a number of NBTA members who volunteer as members of the Primary Reserves. During the past number of years, the Canadian government has become involved in a number of peace-keeping and humanitarian efforts world-wide. The pace of these missions has been more rapid than full-time members of the Regular Force can accommodate. Accordingly, members of the Primary Reserves have been asked to backfill numerous positions on various tours from 3 to 9 months in duration. For many NBTA members involved in the Canadian Forces, an opportunity to serve Canada and help countries in distress, is, in many ways, a patriotic calling. In the classroom and during professional development sessions, we teach

about the importance of service to our community. NBTA members involved in the Canadian Forces put words into action. Operational experiences can only strengthen the teachers' abilities and skills they bring to the table.

11. BE IT RESOLVED that candidates running for office in the NBTA limit their correspondence with branches to the distribution of information and greetings, not to gifts.

Rationale: Running for office is inherently an expensive and time-consuming commitment. No one wishes to see the cost associated with running continue to escalate. Candidates should be judged solely on their platforms and merits; however, in recent campaigns, products have been placed in schools.

12. BE IT RESOLVED that NBTA/NBTF negotiate a change to the collective agreement so that B contract teachers have an opportunity to transfer schools prior to 'D' recalls and prior to new hires.

Rationale: In the past, job postings are released to B teachers, then B's and D's, then just D's. This has proved to be very frustrating for teachers with a B who apply for a job and are told that the job has already been filled by a D teacher, and they listed the job as a formality.

13. BE IT RESOLVED that NBTA increase dues to cover the cost of registration for NBTA Council Day.

Rationale: To attend Council Day, a teacher must pay a registration fee in addition to the costs of travel. If teachers are expected to attend at their own expense, then the costs of registration should be included in NBTA dues.

14. BE IT RESOLVED that NBTA develop a "members only" section on the NBTA website. This section would require a password and therefore could

contain confidential association information for teachers only.

Rationale: The dissemination of information is a challenge at best. With a "members only" section, teachers could be informed via email to check for updated communiqués and current information.

15. BE IT RESOLVED that NBTA/NBTF include three (3) discretionary days per school year in the bargaining package.

Rationale: Teachers do need to take a day off from time to time that does not qualify as sick leave, compassionate leave, etc. Examples of usage could include taking a child to a physician, school appointments, graduations, personal errands during regular business hours.

16. BE IT RESOLVED that the NBTF establish a strike fund equivalent to at least two weeks salary for all teachers in New Brunswick.

Rationale: During the last round of negotiations, the fact that the NBTF did not possess a strike fund was regularly discussed by the press and mentioned by the government. The absence of such a fund weakened our negotiating position and this should not be allowed to occur in the future. The accumulation of the fund could be attained over a several year basis, thereby resulting in a very small monthly contribution by the membership.

17. BE IT RESOLVED that once the NBTF strike fund targeted total is obtained, that the accumulated interest be applied to programs and services provided for teachers.

Rationale: Once a strike fund is established and a desired total reached, there will be significant interest accumulation if the strike fund is unused. The extra funds should be returned to the membership. This could be done by using the funds to reduce annual dues, or by applying them to services such as health and disability plans.



Indu Varma

**E**ffective plans for managing school and classroom have a strong bearing on our ability, as teachers, to create an academically challenging and positive learning climate. The above statement is just as pertinent in the New Brunswick context as it is in the Maryland context.

Professor Wayne MacKay also stresses the importance of a well thought-out plan for creating a safe and supportive learning climate in his report entitled, "Connecting Care and Challenge: Tapping our Human Potential". He states, "*Teachers as well as students deserve to have a safe school environment.*" (pg. 290)

According to the 2002 NBTA booklet on "Discipline and Classroom Management - Strategies and Guidelines for Teachers and Administrators", in NB "*We have a strong, vibrant public school system, one of the best in the world. But a certain frustration seems to be present within many teachers, administrators, parents and students over the apparent inability of the system to deal more effectively with some discipline problems.*" Four years later NBTA's recently released report entitled, "A View from the Front Line" describes, yet again, the difficult and challenging student behaviors exhibited at all grade levels beginning at kindergarten level.

As a teacher, there were times when I felt discouraged by the fact that after spending many hours preparing for an invigorating and creative lesson plan, within five minutes it had to be put by the wayside due to disruptive student behavior.

*"Student behavior is cited by every teacher as a source of stress and a need is expressed for stronger measures to deal*

## Towards Creating a Positive and Productive Learning Environment

**"A good learning environment begins with meaningful and challenging academic work for all students and effective plans for managing the school and the classrooms... The school culture that nurtures young people and fosters learning is one that, by careful design and consistent practice, is orderly and safe."**

**- The School Community - Learning Climate, Discipline and Parental Support, Web of Success - A report about fifteen improving schools in Maryland**

**[http://www.mdk12.org/process/benchmark/improve/web\\_of\\_success/community.html](http://www.mdk12.org/process/benchmark/improve/web_of_success/community.html)**

*with disruptive students*", states Memorial University professors Lynda Younghusband, Norman Garlie, Elizabeth Church, in their qualitative research about teacher stress ("High School Teacher Stress in Newfoundland, Canada: A Work in Progress").

The fact that New Brunswick teachers are not alone in facing disruptive student behavior on a fairly regular basis is of little comfort or assistance when teachers are striving hard to create a safe, caring, and productive learning environment.

In the last few days I visited a number of schools. Through my discussions with teachers and administrators, it is clear that student behavior continues to be a major issue in our schools. Teachers are spending a fair amount of time tracking and disciplining the same students with very little at their disposal to help them. The seriousness of the situation became evident during my recent visit to a school when the principal stated that since September out of two grade six classes consisting of 53 students, there had been over 370 incidents that the teachers had tracked.

Prof. MacKay also acknowledges that student discipline is an issue that pervades all grade levels and all levels of learners. He supports the view that we as teachers have, that disruptive student behavior is not a by-product of inclusive education model. At the same time he recognizes that despite the challenges presented by disruptive student behaviors, many good things are happening in New Brunswick classrooms.

Teachers work hard and are doing a phenomenal job of delivering the prescribed curriculum. The need to create an effective, positive, and productive learning climate is a pressing goal that all partners in education - the student, the school,

the parents, the government, and the community, must strive hard to attain. Teachers cannot accomplish it alone, and particularly, in the absence of effective interventions, supports, programs, services, and cohesive teamwork done by all partners in education.

On a positive note, our Minister of Education and our Premier are well aware of the difficult behavioral challenges we face in our classes daily. I have felt in my meetings with both of them that they are listening with a genuine desire to improve the delivery of educational services to our children.

Certainly the government must be commended for the commitment made to class size reductions across the board of a minimum of four over the next four years (combined classes included) as a step in the right direction towards addressing class composition-related issues. It will positively impact the learning climate of our classes.

This good beginning must be followed by other important measures that would help create a positive and productive learning climate. Recommendation #3 of the NBTA report, "A View from the Front Line" states, "*Government must create stronger policies and practices with regard to children with extreme behaviors.*" In addition, there is need for teachers and other experts at each school to provide timely and effective interventions as well as the hands-on programs, such as Music, Fine Arts, Phys Ed. and vocational programs.

It is my sincere hope that in the near future, targeted funding will be allocated for the above. Creating a positive and productive learning climate is a shared goal and responsibility. Together we can achieve it!

Our children are worth it!

# Report on Branch Resolutions to Annual General Meeting 2005

## Adopted

### Referred to NBTF

1. BE IT RESOLVED that the NBTA, through NBTF, seek changes in the funding formula used by government to reflect the unique nature of small rural schools and allow such schools a greater degree of flexibility with respect to FTE staffing complements and programme offerings.

### Response from NBTF

Will be referred to the next Federation Committee on Terms and Conditions of Employment.

3. BE IT RESOLVED that the NBTA lobby the Department of Education to ensure that in the event of the death of a non-retired teacher and out of respect for that teacher, that the school where that teacher taught be closed on the day of that deceased teacher's funeral.

### Response from NBTF

Has been presented to the Department.

8. BE IT RESOLVED that principals contact certified teachers for substitute work before local permit holders.

### Response from NBTF

Has been presented to the Department.

9. BE IT RESOLVED that the NBTA continue to lobby, through both liaison and collective agreement channels, for two discretionary days to be allocated for teachers' use.

### Response from NBTF

Will be presented to the next Federation Committee on Terms and Conditions of Employment.

10. BE IT RESOLVED that the NBTA lobby the government to issue a contract to a substitute teacher for a long-term maternity leave from the first day of the leave, rather than on the first day of the 7th month.

### Response from NBTF

Has been presented to the Department.

### Referred to the Department of Education

2. BE IT RESOLVED that the NBTA lobby the school districts and Department of Education for adequate textbooks and basic teaching materials for all courses.

### Response from the Minister

"I appreciate the concern regarding making sure adequate textbooks and basic teaching materials are provided for all courses. The Department of Education realizes the importance of

making sure that these materials are in place and works together with each of the school districts to make sure this happens. We are pleased to investigate any specific shortages if you would like to draw them to my attention."

5. BE IT RESOLVED that the NBTA lobby the Department of Education to provide schools and teachers with up-to-date computer hardware and software.

Response from the Minister  
"The Department of Education is committed to providing teachers and students with the necessary resources and support to enable them to flourish in a technologically sophisticated world. This remains a priority with us and we look forward to working with your membership to continue to improve the tools available in New Brunswick schools."

### Referred to NBTA Finance Committee

6. BE IT RESOLVED that the NBTA increase the minimum operating grant paid to branches from \$1,200 to \$2,000 (By-law 5(d)).

### Response from NBTA Finance Committee

The NBTA Finance Committee recommends that we not proceed at this time.

## Recommendations from NBTA Board of Directors

### 1. Review of 5-year AGM Policy Statements

That we recommend to the Annual General Meeting 2006, reaffirmation of policy as outlined below:

<i>Policy No.</i>	<i>Year of Adoption</i>	<i>Current Policy</i>	<i>Recommendation</i>
231	1984 Amended: 2000	<b>NBTA/Beaverbrook/Hagerman Interest-Free Loan Fund</b> The loan fund shall be maintained at a level which will permit the awarding of at least \$15,000 per year.	Reaffirm

2. Regular Associate Membership

That we recommend to the Annual General Meeting that the fee for NBTA Regular Associate Membership for 2006-2007 be \$50.00 per annum.

3. Special Status Associate Membership

That we recommend to the Annual General Meeting that the fee for NBTA Special Status Membership for 2006-2007 be \$110.00 per annum.

4. Proposed Budget for 2006-2007

That the proposed budget for 2006-2007 be recommended to the Annual General Meeting.

5. NBTA Dues

That we recommend to the Annual General Meeting 2006 that the dues for NBTA Members for the 2006-2007 fiscal year be \$600.00.

## NBTA Budget 2006-2007

*By Melinda Cook,  
Director of Curriculum and Finance*



**M**embership dues for the NBTA were last increased in 2002. At that time, your yearly dues increased by \$60, from \$489.00 to \$549.00. After four years of operating on those dues, our financial position is such that we can no longer maintain services with this funding. After examining the options, your Board of Directors is recommending to you that dues for 2006-2007 be set at \$600.00 per member.

This \$600.00 includes \$182.80 that goes to the New Brunswick Teachers' Federation, \$12.00 that is transferred to the Elementary, Middle or High School Council, and \$21.80 that pays for your membership to the Canadian Teachers' Federation. The remaining \$383.40 is the amount that funds all NBTA programs and services.

Three hundred and eighty-three dollars is the amount required to simply maintain current programs and services. Last year, the amount of NBTA funding was \$353.40; so the \$30 increase represents an 8.4% increase in dues. Since 2002, cost of living adjustments have amounted to just over two percent per year for each of the four years; and this alone would account for the change. However, other factors have come into play that compound the

financial pressures faced by your Association.

First, the Federation was able to negotiate a contract that saw wage increases of 13% for teachers. Your staff does not negotiate their wages; their wages are tied to your collective agreement, and therefore they saw increases of 13% in their salaries as well. Second, as per our policy (provincial government rate plus one cent), kilometre rates have changed this year from 33 cents per kilometre to 39 cents per kilometre – an 18% increase. Third, as of July 1, 2006 meal allowances will increase from \$31 per day to \$35 per day – a 13% increase. Given these adjustments, there can be no question that more money is needed to pay Association expenses.

Including the dues being collected for the other organizations listed above, the budget being recommended to you has projected revenues of \$3 184 400, and expenditures of \$ 3 174 135. This will create for the 2006-2007 fiscal year a projected surplus of \$10 265.

With CTF dues increasing by \$1, NBTA increasing by \$30, and NBTF increasing by \$20, the total increase for NBTA members is \$51. Despite these increases, NBTA members will still pay the lowest membership fees of any teacher organization in Canada. Given that we do not have

the economy of scale that our sister organizations in many provinces do, we are justifiably proud of the level of service we are able to offer for lowest dues in Canada.

As you look through the following budget documentation, please take note of the programs and services being offered. The Ad hoc Committee on Services Review is currently examining all programs and services to determine if some programs need to be deleted, and/or others added. Given that every program and service offered by the NBTA is mentioned within the following pages, it is the ideal opportunity for you to do your own services review. Any thoughts you have as a result of your examination could be offered to the committee through your Branch Director.

You are the NBTA. What you think of the programs and services being offered is of the utmost importance. It is for this reason that the next several pages of the *NBTA News* provide you with a complete financial breakdown. When you cast your votes on the budget recommendations at your Branch Annual General Meeting, you voice your opinions. When your delegate votes at the Provincial AGM, your voice is part of that vote.

We look forward to hearing from you in May.

### **NBTA 2006-2007**

**Flat Fee** **\$600.00**

**Percentage** **1.04%**

( based on an average member  
salary of \$57,358 generated on  
April 4, 2006)

### **2005-2006 MEMBERSHIP FEES OF TEACHERS' ORGANIZATIONS**

<b>ORGANIZATION</b>	<b>PERCENTAGE</b>	<b>COMBINED</b>	<b>FLAT FEE</b>
ETFO	1.6% of Salary		
AEFO	1.7% of Salary		
NWTTA	1.4% of Salary		
BCTF	3.38% of Salary		
PEITF	1.3% of Salary		
YTA	1.25% of Salary		
NLTA	1.25% of Salary		
FNT	1.7% of Salary		
STF		1.3% of Salary + \$639.00	
OECTA			\$950.00
MTS			\$790.00
ATA			\$945.00
QPAT			\$665.00
AEFNB			\$629.00
NSTU			\$640.00

**NBTA PROPOSED BUDGET 2006-2007  
AS RECOMMENDED TO THE NBTA BOARD OF DIRECTORS  
APRIL 5 & 7, 2006**

Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION
<b>GOVERNMENT</b>						
6096	Admin. Salaries	\$ 471,885.00	\$ 473,412.00	\$ 503,500.00	\$ 522,780.00	Proposed cost is based on formula adopted by Board of Directors January 2001, and includes increments.  Five Administrative Staff Members.
6097	Secretarial Clerical & Casual Salaries	\$ 281,358.00	\$ 292,645.00	\$ 299,500.00	\$ 332,300.00	Support Staff salaries based on formula adopted by Board. Subject to experience increments, plus scheduled salary increases.
6098	Staff Travel, Meals and Accommodations	\$ 67,684.00	\$ 67,638.00	\$ 70,638.00	\$ 79,221.00	Accommodations & Meals \$ 19,838.00 Auto Expenses - In Province 105,200 kms. @ .39 \$ 41,028.00 Regional & National Meetings Pension Officers \$ 1,880.00 National Secretaries' Meeting \$ 1,250.00 CEPA \$ 1,160.00 Atlantic PD Officers (3) \$ 2,995.00 CAPTO \$ 2,620.00 Atlantic Editors (3) \$ 2,400.00 Other/National \$ 1,350.00 Other/Regional (2) \$ 1,200.00 National Staff Officers \$ 3,500.00
6099	Accident Insurance Premium	\$ 2,599.00	\$ 2,671.00	\$ 2,464.00	\$ 2,560.00	Coverage: Directors, President & Administrative Staff, 24 hour coverage. Committee members, AGM Delegates, Alternate Directors and candidates during election campaign. 24-hour coverage while on business of holder. For all classes the principal sum is \$150,000.  Authority: Policy # 291: April 1990.
6000	President's Salary	\$ 107,190.00	\$ 111,280.00	\$ 118,000.00	\$ 117,200.00	1.715 of Certificate VI, 24.5 month Contract - subject to salary increases as per Teachers' Collective Agreement.  Authority: Board of Directors, January 1994
6001	President's Travel, Meals and Accommodations	\$ 18,900.00	\$ 28,700.00	\$ 40,000.00	\$ 30,642.00	Meals & Accommodations \$ 7,330.00 Auto Expenses: 14,800 kms @ \$.39 \$ 5,772.00 Rental Allowance \$ 10,140.00 Other Expenses \$ 1,000.00 Moving \$ - V. P. Expenses \$ 2,400.00 Airfares \$ 4,000.00 Authority: Policy #261: January 1994.
6002	Executive Committee	\$ 17,254.00	\$ 23,589.00	\$ 18,500.00	\$ 25,310.00	9 Meetings Rooms (9 x 4 x \$77.05) + (9 x 7 x \$77.05) \$ 7,628.00 Travel (Ave. 22,194 kms @ \$.39) \$ 8,656.00 Meals (\$51 x 7 x 9) \$ 3,213.00 (\$35 x 4 x 9) \$ 1,260.00 Nutrition Breaks \$ 450.00 Storm-Stay \$ 308.00 August Meeting (2.5 days) \$ 3,795.00
6003	Board of Directors	\$ 43,133.00	\$ 45,812.00	\$ 45,800.00	\$ 46,634.00	Travel 31,924 kms. @ \$.39 \$ 12,450.00 Meals (\$105 x 3 x 35) \$ 11,025.00 Accommodations (30 x 9 x \$77.05) \$ 20,804.00 Nutrition Breaks \$ 1,260.00 Orientation \$ 240.00 Storm Stay \$ 855.00

Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION
6004	Annual General Meeting	\$ 37,126.00	\$ 43,270.00	\$ 42,500.00	\$ 46,909.00	54 Delegates; 32 Directors; 8 Staff; 1 Committee; 2 Exchange; 3 Past Presidents (Thurs. p.m., Friday & Saturday) Travel (20,000 kms. @ \$.39) \$ 7,800.00 Meals (100 x \$48 ) \$ 4,800.00 Accommodations (85 x 2 x \$77.05 ) \$ 13,099.00 Flowers \$ 420.00 Nutrition Breaks \$ 3,200.00 Hosting \$ 375.00 Misc. (Wrapping paper/Cards) \$ 225.00 AGM Dinner (181 x \$40 inc. Tax & Gratuity) \$ 7,240.00 Reception \$ 900.00 Luncheon + Transportation \$ 1,450.00 Supply Teachers \$ 5,000.00 Room & Equipment Rental \$ 1,000.00 Entertainment (Dance) \$ 400.00 PR - Souvenirs \$ 1,000.00  A decrease in the above costs may be realized if delegates and directors travel together, share rooms, and do not require supply teachers.
6010 to 6037	Committees	\$ 15,716.00	\$ 33,700.00	\$ 33,700.00	\$ 43,384.00	The following costs are based on 2005-06 geographic distribution of Committee members. Does not include cost of supply teachers, if required. Appointment of Committee takes place July-September, 2006. Geographic location of members and tasks assigned will have bearing on costs. <b>P-Provincial / R - Regional</b> Centennial (P) \$ 1,750.00 Curriculum (P) \$ 2,115.00 Finance (P) \$ 2,124.00 Teach/Learn Conditions (R) \$ 890.00 Nominating (P) \$ 800.00 Pension (R) \$ 1,374.00 Prof. Cond. & Standards (P) \$ 1,050.00 Professional Development (P) \$ 1,750.00 Equity in Education (P) \$ 2,544.00 Public Relations (R) \$ 1,338.00 Resolutions (R) \$ 100.00 Teacher Ed & Cert. (R) \$ 1,149.00 CTF Advisory (P) \$ 9,330.00 In-School Administration (P) \$ 6,000.00 Classroom Management & Discipline (P) \$ 2,784.00 Ad Hoc Committees (P) \$ 5,586.00 External Committees \$ 2,700.00
6038	Centennial Award	\$ 1,928.00	\$ 1,800.00	\$ 1,950.00	\$ 1,970.00	Award \$ 1,500.00 Pin, Tray & Engraving \$ 470.00 Authority: Policy #723 January, 1998.
6039	Family Care Expenses	\$ 20.00	\$ 400.00	\$ 100.00	\$ 400.00	For members while on business of the Association in those circumstances where care must be provided by a person outside the immediate family as follows:  Up to \$20.00 for an Evening Meeting Up to \$40.00 for a meeting held on a day other than a school day or overnight.  Authority: Policy #25 January, 1997.
6041	CTF Fees	\$ 106,805.00	\$ 107,952.00	\$ 115,000.00	\$ 114,450.00	5250 @ \$21.80
6050 to 6070	Conferences	\$ 14,754.00	\$ 25,000.00	\$ 25,000.00	\$ 25,500.00	This item represents the cost of sending NBTA representatives to Conferences approved by the Board of Directors or Executive Committee.

Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION
6075	Election Expenses	\$ 5,056.00	\$ 6,640.00	\$ 3,400.00	\$ 6,640.00	This item provides funds not exceeding \$1000 for each candidate running in the Presidential & Vice-Presidential election, and a Candidates' Orientation Meeting.  4 x \$1000 \$ 4,000.00 Orientation \$ 300.00 Supply Teachers \$ 2,340.00 Authority: Policy # 154: January 1998.
<b>NON-DEPARTMENTAL</b>						
6100	Donations and Grants	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00	\$ 2,000.00	This item includes donations and grants made to provincial organizations in which NB Teachers may be directly included. Subject to guidelines established by the Executive Committee. Includes an annual grant of \$1000 to the Children's Wish Foundation of NB.
6101	Internal Research	\$ 866.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Provides NBTA and NBTA Committees resources to conduct research into topics of current concern as directed by the Board of Directors and Executive.
6102	Entertainment of Guests	\$ 246.00	\$ 500.00	\$ 500.00	\$ 500.00	This item allows the President, Staff, Executive Committee and Directors to host visitors from CTF, other Teacher organizations, National, Provincial and International organizations when they visit the NBTA Offices.
6103	Staff Retirement Allowance Fund	\$ 123,374.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	This Fund has been set up to distribute the cost of the Retirement Allowance Clause in the Administration and Support Staff Agreements over several years.  Authority: Policy #833 - January 1998.
6104	Project Overseas I	\$ 9,910.00	\$ 9,910.00	\$ 9,910.00	\$ 9,910.00	This item represents our cost in sponsoring one teacher for the CTF Project during July & August. The NBTA member(s) chosen receives no remuneration other than expenses and spends his/her time working in an organized program with teachers in developing nations in Africa, Asia and the Caribbean.
6105	Retiring Teachers' Luncheon	\$ 25,900.00	\$ 29,635.00	\$ 29,600.00	\$ 30,550.00	This account includes the cost of the Luncheon for Retiring Teachers, AGM delegates, Directors, MLA's, invited guests and Administrative Staff.  Flowers \$ 2,980.00 Rental \$ 3,250.00 Photos \$ 3,080.00 Luncheon (580 x \$33) \$ 19,140.00 Entertainment \$ 400.00 Calligraphy \$ 400.00 Miscellaneous \$ 100.00 Decorating \$ 1,200.00 The above items may increase or decrease in relation to the number of teachers who will retire in June, 2007.
6106	Purchase and/or Replacement of Equipment Fund	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	This fund is designed to accumulate sufficient monies to purchase and replace equipment deemed necessary for efficiency and to permit spreading of these costs over several fiscal periods.  Fund stands at \$14,159.59. - February 28, 2006. Authority: Policy #272 - October 1999.
<b>COMMUNICATIONS</b>						
6200	Newsletter, Photo & Graphic Supplies	\$ -	\$ 1,400.00	\$ 300.00	\$ 1,000.00	Guest Writer's Fees \$ 200.00 Film Supplies & Development \$ 200.00 Art / Camera Supplies \$ 600.00
6201	Postage	\$ 51,649.00	\$ 58,840.00	\$ 58,000.00	\$ 59,316.00	NEWS 10 issues x \$3,032 \$ 30,320.00 Special Flashes 3 x \$3,032 \$ 9,096.00 Other \$ 19,900.00  Other costs include correspondence, minutes, surveys, notices, agenda, etc.

Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION
6202	Supplies	\$ 66,760.00	\$ 59,000.00	\$ 59,000.00	\$ 65,300.00	Includes cost of stationery, paper for all publications, photocopying, printroom supplies, office supplies, and computer software. Paper & Printroom Supplies \$ 28,000.00 Photocopying \$ 15,200.00 Computer Supplies \$ 11,800.00 Office Supplies \$ 10,300.00
<b>PROFESSIONAL DEVELOPMENT</b>						
6300 to 6307	Professional Development	\$ 61,155.00	\$ 68,997.00	\$ 69,000.00	\$ 74,880.00	<b>CONTACT/DSS</b> 30 Participants @ \$300 \$9,000 SEED Money <u>2,500</u> \$ 11,500.00  <b>SPECIAL PROJECTS</b> P.D. Workshops \$6,000 Resource materials 1,500 Atlantic Initiatives 3,000 NSDC Conference 3,000 Special Programs <u>1,000</u> \$ 14,500.00  <b>BRANCH PD CHAIRPERSONS' WORKSHOPS</b> Meals & Accommodations 7,247 Travel 4,533 Nutrition Breaks 300 Resources <u>200</u> \$ 12,280.00  <b>BTIP</b> \$ 30,000.00  <b>EXCHANGE TEACHERS</b> \$ 1,100.00  <b>SCHOOL BASED LEARNING TEAMS</b> 5 School-based Grants @ \$1,000 (DOE Funding pending) \$ 5,000.00  <b>MISCELLANEOUS P.D.</b> \$ 500.00
6336 to 6340	NBTA Councils	\$ 25,261.00	\$ 35,891.00	\$ 36,000.00	\$ 38,765.00	<b>GRANTS:</b> \$4.00 Per Teacher (5384) \$ 21,536.00  <b>SPECIAL PROJECTS</b> 3 @ \$500 \$ 1,500.00  <b>LEADERSHIP WORKSHOP - 1 1/2 DAYS</b> Meals \$2,440 Accommodations 2,774 Travel (13,628 kms. @ \$.39) 5,315 Nutrition Breaks 200 Materials & Resources <u>1,000</u> \$ 11,729.00  <b>COUNCIL CO-COORDINATING</b> \$ 4,000.00
<b>MEMBER SERVICES</b>						
6400	Grants to Branches	\$ 45,720.00	\$ 45,540.00	\$ 46,002.00	\$ 45,618.00	Rebate to Branches of \$6.00 per member - minimum grant \$1200 - half of which is paid October 31 and the balance February 28. Based on Nominal Rolls.  Authority: By-Law # 4(f).

Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION																														
6401	Leadership Workshop	\$ 14,845.00	\$ 19,548.00	\$ 19,548.00	\$ 16,971.00	<p>Fund to spread costs over two accounting periods. Next workshop scheduled for August, 2007. 5 delegates per Branch - 2 cars (1 extra: Moncton, Fredericton, Saint John)</p> <table> <tr><td>Travel 24,306 kms. @ \$.39</td><td>\$</td><td>9,479.00</td></tr> <tr><td>Meals (142 x \$42)</td><td>\$</td><td>5,964.00</td></tr> <tr><td>Workshop Dinner (165 @ \$22.00)</td><td>\$</td><td>3,630.00</td></tr> <tr><td>Accommodations (210 x \$77.05)</td><td>\$</td><td>16,181.00</td></tr> <tr><td>Luncheon &amp; Transportation (buses)</td><td>\$</td><td>1,797.00</td></tr> <tr><td>Reception</td><td>\$</td><td>1,000.00</td></tr> <tr><td>Nutrition Breaks</td><td>\$</td><td>475.00</td></tr> <tr><td>Miscellaneous (Entertainment/Security/etc.)</td><td>\$</td><td>400.00</td></tr> <tr><td>PR Items</td><td>\$</td><td>1,200.00</td></tr> <tr><td>Estimated Total</td><td>\$</td><td><u>40,126.00</u></td></tr> </table> <p>Balance in Fund as of December 31, 2005: \$6,544.36 Divided by 2 fiscal accounting periods = \$16,791.00</p>	Travel 24,306 kms. @ \$.39	\$	9,479.00	Meals (142 x \$42)	\$	5,964.00	Workshop Dinner (165 @ \$22.00)	\$	3,630.00	Accommodations (210 x \$77.05)	\$	16,181.00	Luncheon & Transportation (buses)	\$	1,797.00	Reception	\$	1,000.00	Nutrition Breaks	\$	475.00	Miscellaneous (Entertainment/Security/etc.)	\$	400.00	PR Items	\$	1,200.00	Estimated Total	\$	<u>40,126.00</u>
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Estimated Total	\$	<u>40,126.00</u>																																		
6403	Educational Improvement Grant Fund	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	Money is available to teachers to help defray costs of conferences and school visitations.																														
6404 to 6406	Public Relations	\$ 60,427.00	\$ 60,950.00	\$ 74,000.00	\$ 64,250.00	<p><b>MEDIA</b> \$ 49,300.00 (TV, Radio, Press, Production Costs, Evaluation, Polls, Surveys and Web Site development &amp; maintenance)</p> <p><b>INTERNAL</b> \$ 10,000.00 Promotional Items Branch PR (Workshops, Kits, etc.)</p> <p><b>MISCELLANEOUS</b></p> <table> <tr><td>Branch Special Projects (4 @ \$200)</td><td>\$ 800</td></tr> <tr><td>Provincial Tournaments</td><td>3,750</td></tr> <tr><td>Other</td><td><u>400</u></td></tr> <tr><td></td><td>\$ 4,950.00</td></tr> </table>	Branch Special Projects (4 @ \$200)	\$ 800	Provincial Tournaments	3,750	Other	<u>400</u>		\$ 4,950.00																						
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Other	<u>400</u>																																			
	\$ 4,950.00																																			
6407	Money Management Seminars	\$ -	\$ 500.00	\$ (31.00)	\$ -	<p>Held every second year.</p> <table> <tr><td>Room/Custodial</td><td>\$</td><td>-</td></tr> <tr><td>Breaks</td><td>\$</td><td>-</td></tr> <tr><td>Less: Registration</td><td>\$</td><td>-</td></tr> </table>	Room/Custodial	\$	-	Breaks	\$	-	Less: Registration	\$	-																					
Room/Custodial	\$	-																																		
Breaks	\$	-																																		
Less: Registration	\$	-																																		
6408	Pre-Retirement Seminars	\$ (127.00)	\$ 700.00	\$ 150.00	\$ 400.00	<p><b>Eight Regionals</b></p> <table> <tr><td>Room/Custodial (8 @ \$50)</td><td>\$</td><td>400.00</td></tr> <tr><td>Breaks (530 @ \$5.00)</td><td>\$</td><td>2,650.00</td></tr> <tr><td>Less: Registration Fees (530 @ \$5.00)</td><td>\$</td><td>(2,650.00)</td></tr> </table>	Room/Custodial (8 @ \$50)	\$	400.00	Breaks (530 @ \$5.00)	\$	2,650.00	Less: Registration Fees (530 @ \$5.00)	\$	(2,650.00)																					
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Less: Registration Fees (530 @ \$5.00)	\$	(2,650.00)																																		
6409	Retiring Teachers' Gifts	\$ 5,980.00	\$ 9,715.00	\$ 7,800.00	\$ 7,800.00	260 @ \$30																														
6410	Welcome to New Teachers' Workshop	\$ 12,930.00	\$ 11,400.00	\$ 11,103.00	\$ 10,300.00	<p>Provincial Workshop to be held in Fredericton in the early Fall of 2006.</p> <table> <tr><td>Travel:</td><td>\$</td><td>300.00</td></tr> <tr><td></td><td>\$</td><td>2,500.00</td></tr> <tr><td></td><td>\$</td><td>5,000.00</td></tr> <tr><td>Lunch</td><td>\$</td><td>1,400.00</td></tr> <tr><td>PR Items</td><td>\$</td><td>1,100.00</td></tr> </table>	Travel:	\$	300.00		\$	2,500.00		\$	5,000.00	Lunch	\$	1,400.00	PR Items	\$	1,100.00															
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Lunch	\$	1,400.00																																		
PR Items	\$	1,100.00																																		
6412	Branch Presidents' Workshop	\$ 6,551.00	\$ 7,567.00	\$ 8,215.00	\$ 8,407.00	<p>28 Branch Presidents, Executive, Staff</p> <table> <tr><td>Travel (10,600 kms @ .39)</td><td>\$</td><td>4,134.00</td></tr> <tr><td>Accommodations (32 @ \$77.05)</td><td>\$</td><td>2,466.00</td></tr> <tr><td>Meals (\$31 x 37)</td><td>\$</td><td>1,147.00</td></tr> <tr><td>Breaks</td><td>\$</td><td>100.00</td></tr> <tr><td>Supplies</td><td>\$</td><td>100.00</td></tr> <tr><td>Luncheon</td><td>\$</td><td>460.00</td></tr> </table>	Travel (10,600 kms @ .39)	\$	4,134.00	Accommodations (32 @ \$77.05)	\$	2,466.00	Meals (\$31 x 37)	\$	1,147.00	Breaks	\$	100.00	Supplies	\$	100.00	Luncheon	\$	460.00												
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Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION
6413	Johnson Award	\$ 1,000.00	\$ 2,000.00	\$ -	\$ -	Johnson Inc. no longer provides an annual grant. The fund currently has \$5,336.61 for teacher research on NBTA priorities.
<b>TEACHER WELFARE</b>						
6500	Teacher Welfare Contingency	\$ 199.00	\$ 2,000.00	\$ 200.00	\$ 2,000.00	This item covers programs and educational issues not budgeted for.
6503	N.B.S.R.T.	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,500.00	An annual grant of \$1,500 is made to the N.B. Society of Retired Teachers to help defray the costs of travel and accommodations for meetings.
6504	N.B.S.R.T. Reflections	\$ 4,002.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	Assistance in publishing "Reflections" -- 3 issues per year. Subject to cap. Authority: Policy # 561 -- April 1998.
<b>OFFICE OPERATIONS</b>						
6600	Employment Insurance	\$ 13,751.00	\$ 13,813.00	\$ 13,800.00	\$ 13,801.00	Represents 1.4 times the employees' contributions. Maximum contributions per employee for year 2006 is \$729.30. Maximum insurable earnings for 2006 is \$39,000.00.
6601	Canada Pension Plan	\$ 23,429.00	\$ 26,401.00	\$ 27,000.00	\$ 28,105.00	Represents the matching employer's contribution. Maximum contribution per employee: 2007 - \$1960.20 (estimated) 2006 - \$1910.70 2005 - \$1861.20 2004 - \$1831.50 2003 - \$1801.40 2002 - \$1673.20
6602	NBTA Pension	\$ 23,715.00	\$ 24,212.00	\$ 23,300.00	\$ 27,464.00	Money-purchase pension plan introduced January 1, 1984. Employer contribution 8% at present.
6603	Group Insurance	\$ 28,469.00	\$ 29,796.00	\$ 22,700.00	\$ 29,018.00	Under the present agreements, full cost of medical insurance premium for all employees, 100% of life insurance and 50% of dental is paid by NBTA.
6604	Administrative Staff Pension	\$ 48,073.00	\$ 47,363.00	\$ 52,000.00	\$ 53,297.00	NBTA matches contributions by Staff and President to Teachers' Pension Plan.
6610	Legal Assistance to Teachers	\$ 3,147.00	\$ 37,017.00	\$ 10,000.00	\$ 35,000.00	Provides for legal assistance to teachers subject to approval of Executive Committee. Authority: Board of Directors: January 1997. Three-year average, or minimum of \$35,000, whichever is greater.
6611	Professional and Technical Fees	\$ 8,904.00	\$ 12,000.00	\$ 9,000.00	\$ 11,800.00	Audit (NBTA) \$ 8,000.00 Legal \$ 1,800.00 Computer Consultant \$ 2,000.00
6612	Miscellaneous Expense	\$ 429.00	\$ 800.00	\$ 400.00	\$ 800.00	Flowers for deceased teachers, illnesses, sympathy cards, miscellaneous gifts, etc. May also include cost of honoraria or gifts for special speakers.
6613	Office Expenses	\$ 3,957.00	\$ 6,055.00	\$ 4,000.00	\$ 6,070.00	P.O. Box Rental \$ 120.00 Secretary Recognition \$ 825.00 Ballot Envelopes \$ 1,330.00 Miscellaneous \$ 200.00 Training Courses \$ 1,400.00 Cheque Orders \$ 695.00 Equipment Repairs \$ 1,500.00

Account No.	Account Title	Actual Expend. 2004-2005	Budget 2005-2006	Projected 2005-2006	Proposed Budget 2006-2007	EXPLANATION
6614	Telephone & Fax	\$ 27,542.00	\$ 24,890.00	\$ 24,890.00	\$ 27,970.00	Includes our share of the cost of the switchboard, telephones, collect calls from Directors, Branch Presidents and Committee Chairs, plus calls from Central Office. Basic & E-Mail \$ 13,525.00 Long Distance & Fax \$ 4,600.00 Cellular \$ 9,845.00
6616	Workers' Compensation	\$ 1,523.00	\$ 3,050.00	\$ 2,129.00	\$ 2,743.00	Effective January 1, 1981, the Workers' Compensation Act was amended to include all employees in the Province. The maximum earnings on which we will pay a premium is \$ 51,900. The assessment rate for 2006 is \$.34 per hundred of the assessable wages.
6617	Administrative Staff Educational Leave Fund	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	In order to spread the cost of Educational Leaves for Administrative Staff over a period of years, the NBTA Board of Directors authorized the setting up of a Fund at its November 1981 meeting. As of February 28, 2006, Fund stands at \$22,382.73.
6618	Administrative Staff Replacement Fund	\$ 24,000.00	\$ 9,000.00	\$ 9,000.00	\$ 4,000.00	Fund established by Board of Directors to allow over-lap in hiring staff to assure that Administrative Staff are able to use the vacation allotted to them in their Agreement. Authority: Board, January, 1993. Fund stands at \$40,641.33 as of February 28, 2006.
6619	Salary Contingency	\$ 32,744.00	\$ 25,000.00	\$ 25,000.00	\$ -	To help defray the costs of staff changes.
<b>TOTALS</b>		<u>\$ 1,999,739.00</u>	<u>\$ 2,026,999.00</u>	<u>\$ 2,050,568.00</u>	<u>\$ 2,151,435.00</u>	

2006-07 Budget over 2005-2006 Budget: \$124,436.00

Budgeted Deficit 2005-06: <\$49,501.00>

Projected Deficit 2005-06: <\$40,312.00>

## PROJECTED REVENUE - 2005-2006

	ACTUAL REVENUE 2004-2005	BUDGETED REVENUE 2005-2006	PROJECTED REVENUE 2005-2006
Membership Dues (net)	2,029,150	2,004,378	2,039,136
Associate Dues	4,860	4,500	4,500
Investment Income	9,964	8,200	8,400
Bank Interest	4,726	3,800	4,600
Credit Union	1,000	1,000	1,000
Special Status Assoc.	4,340	3,700	3,700
Hon. Sub. Fees	4,150	4,200	3,200
Advertisements	14,170	8,000	8,000
Johnson's	2,000	2,000	0
Other Incomes	37,125	0	0
NBTA Sponsored Courses			
<b>TOTALS</b>	<b><u>\$2,111,485</u></b>	<b><u>\$2,039,778</u></b>	<b><u>\$2,072,536</u></b>

\$2,072,536	Revenue (Proj. 05-06)	Surplus Revenue	\$ 32,758
<u>-2,050,568</u>	Expend. (Proj. 05-06)	Budget Under Expenditure	<u>&lt; 23,569&gt;</u>
\$ 21,968			\$ 9,189
<u>- 62,280</u>	Council Dues	Budget Deficit	<u>&lt; 49,501&gt;</u>
<u>\$ &lt;40,312&gt;</u>	Projected Deficit	Projected Deficit	<u>\$&lt;40,312&gt;</u>

**2006-2007  
PROPOSED NBTA DUES STRUCTURE**

**Based on:**

<b>\$383.40</b>	<b>NBTA</b>
<b>12.00</b>	<b>Council Fees</b>
<b>21.80</b>	<b>CTF Fees</b>
<b>50.00</b>	<b>NBTF Gen. Operating Fund</b>
<b><u>132.80</u></b>	<b>Negotiations Fund</b>
<b><u>\$600.00</u></b>	

**REVENUE:**

<b>Active Dues</b>		
5250 @ \$600.00		\$3,150,000.00
<b>Associate Dues</b>		
100 @ \$50.00		5,000.00
<b>Special Status Dues</b>		
40 @ \$110		4,400.00
<b>Retired Teacher Subscription Fee</b>		
300 @ \$10.00		3,000.00
<b>Interest/ Grants, etc.</b>		
TDC's	\$ 8,400	
Banking	4,600	
Credit Union	1,000	
NBTA News Ads	<u>8,000</u>	<u>22,000.00</u>

**TOTAL REVENUE** **\$3,184,400.00**

**EXPENDITURES:**

<b>NBTF General Operating Fund</b>	\$ 262,500.00	
<b>Negotiations Fund</b>	697,200.00	
<b>Council Fees</b>	63,000.00	
<b>CTF Fees</b>	114,450.00	
<b>NBTA Expenditures</b>	<u>2,036,985.00</u>	<b><u>\$3,174,135.00</u></b>

**SURPLUS** **\$ 10,265.00**

# NEW BRUNSWICK TEACHERS' ASSOCIATION AGM 2006 PROGRAM

TIME	EVENT	LOCATION
<b>THURSDAY, MAY 25, 2006 – RAMADA HOTEL</b>		
6:30 pm	Registration of Delegates (until 9:30 p.m.)	<b>TERRACE</b>
7:00 pm	Board Meeting	<b>VICTORIA ROOM</b>
8:00 pm – 9:00 pm	Session for 1st Time Delegates/Directors	<b>MAJESTIC ROOM</b>
8:00 pm	Informal Reception (Cash Bar)	<b>TERRACE</b>
<b>FRIDAY, MAY 26, 2006</b>		
8:30 am	<b>Plenary Session</b> a) Call to Order b) Opening Remarks & Announcements c) Adoption of Minutes of 2005 AGM d) Report of Action on Resolutions of 2005 AGM e) President's Message	<b>NBTF BUILDING</b>
10:00 – 10:15 am	<b>Nutrition Break</b>	
10:15 – 10:30 am	Introduction of Budget	
10:30 – 11:30 am	<b>Presentation – Minister of Education</b>	
11:30 – 1:00 pm	<b>LUNCH</b>	<b>HILLTOP</b> (Prospect Street)
1:00 – 2:00 pm	Committee of the Whole – <b>NBTF Report</b>	
2:00 – 2:45 pm	Committee of the Whole – <b>Budget Discussion</b>	
2:45 – 3:00 pm	<b>Nutrition Break</b>	
3:00 – 4:30 pm	Board of Directors' Recommendations Branch Resolutions	
6:00 pm	<b>Reception</b>	<b>RAMADA HOTEL</b>
7:00 pm	<b>Annual Dinner</b> Presentation of Aliant Award Presentation of Administrator's Award	
<b>SATURDAY, MAY 27, 2006</b>		
8:30 am	Report of Executive Director	<b>NBTF BUILDING</b>
9:30 – 10:15 am	Branch Resolutions (Continued)	
10:15 – 10:30 am	<b>Nutrition Break</b>	
10:30 – 10:45 am	Message from CTF Representative	
10:45 – 11:45 am	Branch Resolutions (Continued) Budget Resolutions	
11:45 am	Recess or Adjourn	
12:15 pm	<b>Retiring Teachers' Luncheon</b> a) Presentation of Honorary Membership Certificates b) Greetings c) Presentation of Centennial Award	<b>AITKEN CENTRE UNB CAMPUS</b>
2:30 pm	<b>Post AGM Board Meeting</b> a) Election of Executive Committee b) Other Business	<b>NBTF BUILDING</b>

# NBTA Credit Union Congratulates Dave Gorman!

Dave Gorman has earned membership in the prestigious Million Dollar Round Table (MDRT), The Premier Association of Financial Professionals, for the 2004 year and again in 2005. His MDRT membership places him among the world's best life insurance and financial services professionals.

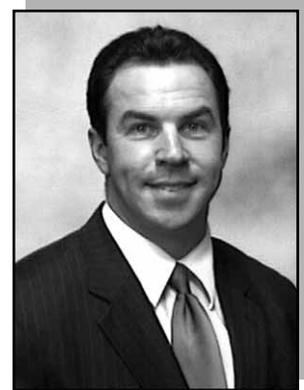
MDRT members are trusted advisors who demonstrate superior product knowledge, exceptional client service and unquestionable ethical conduct. With more than 29,000 members from 77 nations and territories worldwide, MDRT membership is recognized as the standard of excellence in the life insurance-based financial services business.

If you are doing business with Dave Gorman, you can be sure that you are doing business with one of the best!

Adelia C. Chung, CLU, ChFC  
2005 President  
Million Dollar Round Table



**MDRT**® The Premier Association of  
Financial Professionals®



Credential Financial Strategies Inc.  
PO Box 752  
650 Montgomery Street  
Fredericton NB E3B 5R6  
(506) 462-0203

[dgorman@credential.com](mailto:dgorman@credential.com)

## Are You Eligible to Retire?

*By Larry Jamieson, NBTA Director, Teacher Welfare Services*

The New Brunswick Teachers' Pension Act (TPA) provides that a teacher becomes eligible to retire on an immediate pension:

- (a) at age 65 with 5 or more years of pensionable service (no reduction)
- (b) at age 60 with 5 or more years of pensionable service. (Pension reduced 5 per cent per year for each year under age 65)
- (c) at age 60 with 20 or more years of pensionable service. (no reduction)
- (d) when the combination of a teacher's age and service reaches 80 (reduced pension). (Reduction will be 2.5% for each index year that retirement precedes age/service index of 87).
- (e) when a combination of a teacher's age and service equals 87 (no reduction)
- (f) after completing 35 years of pensionable service (full pension)



Larry Jamieson

Pension cheques are received on the 23rd/24th of each month, except December.  
For any additional information on the above process, please contact:

**Larry Jamieson**  
**New Brunswick Teachers'**  
**Association**  
**P.O. Box 752**  
**Fredericton, N.B. E3B 5R6**  
**Tel. 452-1722**

OR

**Compensation & Employee**  
**Benefits Division**  
**Office of Human Resources**  
**P.O. Box 6000**  
**Fredericton, N.B. E3B 5H1**  
**Tel. 453-2296 or 1-800-561-4012**

Please notify NBTA Central Office as soon as possible if you have decided to retire. This will help us prepare for the provincial Retiring Teachers' Luncheon, which will be held at the Aitken Centre, University of New Brunswick campus on Saturday, May 27th.

# Developing Successful Schools (DSS)

July 3-6, 2006

Mount Allison University, Sackville, NB

## Leading Sustainable 'Assessment for Learning' in Your School

An Instructional Leadership Institute for Atlantic Canada Administrators

### Program Overview

Leading sustainable improvement in learning and teaching is a complex, challenging and rewarding goal for any school leader.

Our goals for this four-day seminar are:

- to explore the principles and implications of 'Assessment for Learning', from its powerful research base to practical implementation in today's Canadian schools
- to examine the leadership styles, skills and approaches that generate sustainable successful change in the way schools do business
- to reflect on our experience of change, and develop strategies that work
- to draw on the shared experience and support of the group to see our way forward
- to develop strategic and operational plans for our own schools for the coming year

### Institute Resource Person - Ruth Sutton

Ruth Sutton is a highly experienced educator from Manchester, England with strong communication and interpersonal skills. She has a deep-rooted understanding of schools, teachers and teaching. Ruth also has considerable expertise in helping schools and teachers maximize the development opportunities arising from implementation of national, state or provincial standards and assessment.

### Registration/Fees

Educators who are members of the sponsoring organizations (NBTA, NLTA, NSTU & PEITF) - registration fee \$300.00. All others \$400.00. (Preference will be given to members of the sponsoring organizations.) All participants must pre-register.

On-site check-in: Monday, July 3 (3:00 p.m. - 5:00 p.m.) in the Foyer of Tweedie Hall.

### NBTA members please note:

Please indicate if you are paying the total costs to attend this Institute **OR** partial costs and the district partial costs **OR** if the district is paying the total costs and if so, who should the NBTA invoice.

The following guidelines will influence the selection for DSS in the event that there are more NB applicants than seats (Limit 24 seats for NBTA):

- Representation by District with consideration to District size.
- Years in administration (a balance of early, mid and late).
- First-time attendees.
- Maximum of six (6) seats may be allocated for principal/vice-principal teams (no more than one team/District)

## DSS 2006 Application Form

Name: \_\_\_\_\_ School District: \_\_\_\_\_

Address: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Tel: (Office) \_\_\_\_\_ (Home) \_\_\_\_\_ (Fax) \_\_\_\_\_

(E-mail) \_\_\_\_\_

Position: District Office ( ) School Administrator ( ) Other ( ) Specify: \_\_\_\_\_

Registration Fee: ( ) Educators from sponsoring organizations \$300.00 \$ \_\_\_\_\_

( ) Others \$400.00 \$ \_\_\_\_\_

Accommodations: \_\_\_\_\_ nights @ ( ) \$50.00 (single) \$ \_\_\_\_\_

(All accommodations are singles) Dates Accommodations Required: \_\_\_\_\_

Meals: Meal Plan ( ) Yes ( ) No ( ) \$80.00 \$ \_\_\_\_\_

Lobster & Steak Banquet: Lobster? Yes \_\_\_ No \_\_\_ TOTAL \$ \_\_\_\_\_

Method of payment: ( ) cheque and/or ( ) invoice \_\_\_\_\_

T-shirt size \_\_\_\_\_ (Whom should the NBTA invoice?) \_\_\_\_\_

**Washroom Request:** If possible, I would like to share an adjoining washroom with \_\_\_\_\_

I would share with: Female Only ( ) Male Only ( ) Either Gender ( ) *(specify name)*

NBTA members may register on-line at [www.nbta.ca](http://www.nbta.ca) (Credit Card only)

## Registration Deadline - June 2, 2006

Attach cheque for the total amount payable to the New Brunswick Teachers' Association

Mail to: Nancy Roach, Director of Professional Development, P.O. Box 752, Fredericton, N.B. E3B 5R6

Tel. No. (506) 452-1740 Fax No. (506) 453-9795

## Did You Hear the One About...



**“Q: If you’re a Canadian in the kitchen, what are you in the bathroom?  
A: European!”**

– R. MacDonald, Age 9, *Readers Digest* April 2006

By Nancy Roach  
Director of Professional Development  
roachn@nbnet.nb.ca

Are you looking for a tool that will increase participation in your class, decrease discipline problems and create a stronger sense of ‘connectedness’ between students and you? (who isn’t!)

You may be surprised, but there is recent research to suggest that the use of humour, yes, good old fashioned humour, may provide all these benefits. I read with delight the details of a small research study that outlined the impact that humour had on both the teacher and students in a freshman high school class in Michigan (Education Illustrated LLC 2005 [www.educationillustrated.com](http://www.educationillustrated.com)). It is pretty interesting stuff.

It seems the teacher, as part of the study, agreed to insert three episodes of humour into each of his history periods with one particular class. He would stop his lesson (his preferred teaching style was lecture and he was acknowledged to be a well organized effective teacher ) and share a joke, story or short reading with his students. The material had no relation to the lesson content; the ‘laugh stops’, as students came to refer to them, were distinct breaks, prefaced with a comment like “Please pause where you are, I have something I would like to share with you...”. He would then deliver the humorous piece, after which he would simply ask the students to go back to work.

As I read the first few paragraphs of this report, I could almost feel the poor teacher’s awkwardness at this process. In fact, the teacher did find it awkward at first (he was not naturally ‘funny’), and worried that this would result in lost curricular time and more disengagement from

the students. What he discovered, it is reported in the study, was that the opposite occurred. It took only two class periods for the students (who had not been told of the study) to adjust to the regimen. The teacher began to notice that the students seemed to look forward to the ‘humour insertions’ even if they did not actually laugh or even find them all funny.



He also reported that students became more closely focused in the time immediately following the ‘joke’ and he began to adjust his lectures to insert particularly important content when he knew he had high attention. He also noticed increased interaction among the students in the class and with him, more head nodding, eye contact and soon there were offers to contribute humorous anecdotes themselves (pre-approved by the teacher, of course). The change in the classroom atmosphere was so positive, that the teacher found himself enjoying this class more than the other classes he was teaching, and both he and the students reported finding the class

time seemed to go more quickly with no loss of content covered. By the second week, he stated that there were noticeably more attempts to connect with him during and after class, and that he had more hands up to participate in the actual course material as well as a decrease in the number of times he had to ask students to “please stop talking’ or “please stay on task.” He even found that students made greater effort to respond in more detail on test questions!

What else did the students have to say about this teacher’s attempts to be funny? Interestingly, many of them did not find the humour funny at all, but they all reported appreciating the use of *humour*. They spoke of it often to each other outside of class (“what did you think of that story that Mr. C told today?”) and many reported making social contacts as a direct result of the humour efforts. They reported enjoying Mr. C’s classes more than other teachers and began to use that class as a benchmark by which to compare others. They appreciated him ‘trying to make class less boring’ and every single student, when asked if they wanted the teacher to continue to implement ‘laugh stops’ in the classroom, said yes.

While I have written before about the importance of laughter as essential to the well-being of a teacher, I admit to being somewhat surprised, at first, at the results of this study. It makes sense, though, that a classroom atmosphere where the teachers and students feel connected, feel comfortable and can laugh in ways that don’t result in hurt feelings, will result in an environment where kids want to be. Keep in mind that this teacher is a fairly serious individual and not someone who found it naturally easy to ‘joke’. If kids see teachers

making an attempt, however contrived, at reaching them, at making the learning time interesting and 'fun', they will instinctively become more engaged. Not only does the brain need to feel safe in order to maximize learning, but well-known brain-based educator, David Sousa, indicates that the brain learns best when a teaching period is broken into several smaller chunks of time. The humour breaks did just that.

Adults are not really very different from students in this regard. We like our learning to be fun. We appreciate when the PD facilitator has a sense of humour. In fact, I have written before about the many teachers who comment first on a speaker's effectiveness by gauging how funny he/she was! Is it so different with students? When kids come into the same classroom every day for a semester or year, they will appreciate it if there is going to be a healthy dose of laughter as part of the learning. Some teachers can do this naturally, but this study suggests that all teachers can benefit from inserting those moments in a calculated fashion (keeping in mind, of course, that classroom humour must be totally free of sarcasm or bias that will result in feelings of isolation or hurt to anyone).

The caustic comic, Phyllis Diller, once remarked, "Look at Bob Hope. Look at Milton Berle, George Burns. Look how long they lived. Seeing the funny side of things keeps you alive." The time between now and the end of June may look like a lifetime, but perhaps using a sense of humour will benefit everyone!

#### Websites and Podcasts

Canada now has a Science website specifically launched for teens. It's called CRAM and can be found at [www.cramscience.ca](http://www.cramscience.ca). Science teachers of middle and high school students will find the many features useful.

I first heard the word 'podcast' about a year ago, and now it is commonplace (isn't the English language fascinating?). In case you haven't caught it yet, a podcast is an on-line radio show, and a great

article called Podcasting With a Purpose (*Principal, March/April 2006*) explains how one teacher is making curriculum come alive by engaging his multi-age Grade 3-4 class in Maine in the development and transmission of podcasts. The article gives lots of advice as well as websites and other technical tips.

#### Comic Books Anyone?

Speaking of humour, what middle school student doesn't secretly love comic books? Integrating Technology, Art and Writing to Create Comic Books (*Middle School Journal March 2006*) outlines an interesting interdisciplinary approach, complete with objectives, unit plans and assessment guidelines.

#### Administrator Tips

Several good articles passed my desk which might be of value to administrators of all levels. "Teachers as Walkthrough Partners" (*Educational Leadership March 2006*) suggests an approach that incorporates the walkthrough model as a vehicle for teacher evaluation by including the teacher in the walkthrough process. It is a very interesting extension of walkthroughs.

10 Don'ts of Successful School Leadership (*Principal Leadership March 2006*) is not really new thinking but a nicely packaged reminder of some very important truths. A good brush up for the final months of the year!

#### Team Testing?

In a special section on testing in the February 2006 issue of *Phi Delta Kappan*, I came across a really interesting read and what I think is a great idea for teachers who are interested in exploring a variety of approaches to assessment. Team Testing for Individual Success provides a step by step how-to of a testing model that actually allows students to work in teams. Now, before the traditionalists groan too loudly, let me share that this model isn't intended to become the ONLY way you might administer tests, but the authors provide some very

convincing arguments about why the model is worth looking at. I recommend this article to classroom teachers and resource teachers of all grade levels.

#### Useful Tools

If you or your colleagues are part of a team of teachers who is attempting to grow and learn as a professional learning community, you might find the Learning Team Survey (*JSD Spring 2006*) valuable. It is a tidy little package that can help a team reflect on its progress and effectiveness.

Anyone who organizes meetings might value the Meeting Basics tool (*The Learning Principal 2006*). It has useful checklists, tips and even an 'alternatives to meetings' section.

#### Inside a Student's Head

It isn't easy to remember what life as a student is really like, and teachers are sometimes accused of forgetting the realities of the adolescent world. Two very different but effective articles provide us with insight. Young Adolescents: Different Learners, Different Strategies (*Principal March/April 2006*) provides some tips about what young adolescent brains need to help them learn. In My Year as a High School Student (*Educational Leadership March 2006*) the author, a high school teacher herself, shares her experience as a student in a year long biology course. Her insights are coupled with tips for teachers.

#### Closing Quote:

"Teachers use an array of strategies to address the needs of diverse learners and so improve student learning. Why then, don't we use similar methods and strategies when assessing student progress? Wouldn't it seem sensible to test students in a fashion similar to the way students have practiced and learned?"

B.L. Hurren, M. Rutledge, A. Garvin  
*Team Testing for Individual Success*  
*Phi Delta Kappan February 2006*

### Elementary Council News



## Top Ten List...

Greetings, fellow members! Yes, the time is almost near. The *Looking Back/Moving Forward* conference is just days away! Here is a summary of your top ten “need to know items” for this year’s conference:

#### # 1: Getting to Sackville

Sackville is located about 25 minutes from Moncton on Route #2, TCH. You take exit #504 and turn right on Main Street. This street takes you right to the campus. You may also enter Sackville from exit #506 as well. From this exit you turn right on Bridge Street and continue into town to the lights and go straight through onto York St.

#### # 2: Parking

You will find parking in the following areas:

- Off Main Street to the right on King Street;
- People staying in residence can park behind Jennings Hall off Rectory Lane;
- There is parking on both sides of York Street;
- Turn left on Lansdowne St. and you can park near the athletic center.

There is a map printed on your Council Day program.

**Note:** Even though there is ample parking, please consider car-pooling with a friend(s) to ease traffic on that day.

#### #3: Have you received your badge and receipt?

Whether you registered on-line, sent your registration in the courier bag, or sent your registration

information directly to Judy Deveau, you should have received your badge and receipt at your school. If your badge and receipt did not arrive, please contact **Judy** at 506-452-1750.

#### # 4: Program

On **May 5**, please be sure to bring your program with you as you will need it to find all your session information. Also, we will not be providing a new bag (or other items such as pens, paper, etc.) this year. You will be responsible for bringing those things yourself (perhaps you could use your bag from previous years).

#### # 5: Slowest registration (For people planning to register on Council Day):

If you haven’t registered yet and plan to do so on the day of the conference, you will need to proceed to the on-site registration area (before you can proceed to the scanning area). Follow the banner that reads **Registration**.

#### # 6: Slow registration (For those who may forget their name tag, or those who were late registering)

You will need to pick up your badge, so you can proceed to the scanning area. Follow the banner that reads **Pre-Registered Without Badge**.

#### # 7: Speedy Registration (For Early Registrants)

You registered early. Thanks! Please bring your badge so you can be scanned in quickly. Follow the banner that reads **Pre-Registered with Badge**.

#### # 8: Social

The social is being held at the *Tantramarsh Club* on campus Thursday, May 4, from 8:30-11:30. Please plan to attend this fun activity and catch up with old friends. There will a live band (*Doghouse*) playing a wide range of music. You may even win a prize!

#### # 9: Lunch

Lunch will be complimentary (yes, you did read that correctly - we will be offering a free lunch this year). It will be served at Jennings Hall during the lunch period.

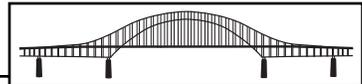
#### # 10: Help! (I don’t know where I am or where the session is...)

We are proud to have graduating students from Tantramar Regional High School helping out on Council Day. They will be on campus to guide you. They will be the people wearing red t-shirts, so if you are in need of assistance, just ask and they’ll do their best to answer your questions.



Well, there you have it, the ‘top ten list’ of things you need to know for this year’s Council Day. I would also like to mention that we are looking for people to join our committee. Due to ending terms of six of our current members, there are opportunities to serve on the NBTA Elementary Council Executive and Curriculum Committee. If you would enjoy planning professional development opportunities for your colleagues, this is the committee for you! Please contact Rona Howald [howalroj@nbed.nb.ca] or Hazel Coates [coatesha@nbed.nb.ca] if you are interested or would like further information. Not interested, but know someone who might be just the person we are looking for? Then nudge him/her in our direction. Thank you to those who have already responded to our call. Looking forward to seeing you all on Council Day! Cheers!

Kim Silliker  
Elementary Council Committee



## Middle Level Council Day

As the date for the NBTA Middle Level Council day approaches, we hope you have all registered and paid for the day. It would be a good idea to bring the pamphlet to Bathurst on May 5th. Here are a few reminders:

- ☆Registration — 6:00 - 7:30 pm, Atlantic Host, which is just off the Vanier exit.
- ☆Thursday, May 4, the AGM for the Middle Level Council will be held at 7:30 - 8:15 pm at Atlantic Host. This is a great way to get involved or just become more informed about the Council's

responsibilities and activities.  
 ☆The social gathering will take place beginning at 9:30 pm, starring a great DJ, also at the Atlantic Host.

If you are staying at the Lakeview Inn and Suites, you can also take the Vanier exit, turn right off the ramp and then turn right at the St. Peter Avenue lights. Head about 1-2 km and the hotel will be on the right just before Wendy's.

If you are heading to the Middle Level Council day on May 5 and going directly to Bathurst High School, the best exit is the King

Avenue exit. Take a left off the ramp and travel along King Avenue until you see St. John Street where a left should be taken to the parking lot. Registration at BHS will take place between 7:30 and 8:30 am.

The day starts at 8:30 am in the BHS auditorium. **Katharine Brooks** will be entertaining and interesting and the sessions look great, too.

On behalf of the Middle Level Council, the Superior Middle Level Council Committee would like to thank all of those who volunteered to share their expertise and we hope you all will find the day worthwhile as well as enjoyable.

### *Middle School Summer Institute*

July 10-12, 2006

Mactaquac Holiday Inn, Mactaquac, NB

Monday, July 10	12:30 – 2:30	Registration
	2:30 – 4:30	Opening & Keynote
	<b>Supper</b>	
	6:30 – 8:00	Keynote (continued)
Tuesday, July 11	<b>Breakfast</b>	
	9:00 – 12:00	Sessions "Showcase Middle Schools"
	<b>Lunch</b>	
	1:15 – 4:00	Sessions "Middle School Curriculum Connections"
	<b>Supper</b>	
Wednesday, July 12	<b>Breakfast</b>	
	9:00 – 11:00	Closing Sessions

*"Revisiting the Middle School Model"*

What have we accomplished?

Where do we need to go?

This institute is being sponsored by the NB Department of Education, the Anglophone Superintendencies, and the NBTA Middle Level Council.

The registration, meals and lodging are provided by these partners. Registrants are required to only submit \$30 for this PD opportunity.

Seats are limited to 100 participants. We encourage teams and administrators to attend. Please get your application in early to confirm your spot.

Name: \_\_\_\_\_

School Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

School District: \_\_\_\_\_ Email: \_\_\_\_\_

Accommodations are double. Do you wish to indicate a roommate? \_\_\_\_\_  
 Single hotel rooms may be available at an additional \$125.35 which must be pre-paid by the participant with this registration.

Send to: Cindy Crowhurst, Bath Middle School, 118 School St., Unit 1, Bathurst, NB, E7J 1C4  
 Fax: 278-6019

Please make all cheques to: Middle Level Council

\*Registration may be faxed, but will only be confirmed upon receipt of payment.  
 \*Further info, please contact Tanya Whitney/Tanya.whitney@nbed.nb.ca or 468-6000

**Registration Deadline: June 23, 2006**



• High School Council •

# President's Message



Derek Taggart

By the time you read this article, High School Council Day will pretty much be upon us (or passed, depending upon how adept you are at keeping pace with your

current reading schedule!). Hopefully you have all had a chance by now to peruse the program for Friday, May 5, at Bernice MacNaughton High School in Moncton, and hopefully you have all found many sessions that appeal to your individual tastes. The High School Council Program Committee has attempted to address all subject and grade levels within the sessions being offered at Council Day and I think they have done a fabulous job – this is certainly one of the most diverse and entertaining programs I have ever seen for a professional development day! Having noted this, however, there is always room for improvement. To make sure that we are meeting your needs as High School Council members, the PD and Curriculum Committees have prepared a survey that will be included with your registration folders on Council Day. Please take a few moments to fill this out sometime during the day on May 5th so that we can discover how better to serve you.

I would like to encourage all of our members to check out our new and improved High School Council

website (<http://highschool.nbta.ca>). It is here that you can find information regarding the Council Executive, our constitution and by-laws, the program for Council Day (including addenda sessions which did not make it into the program), and forms to apply for High School Council Educational Improvement Grants and Teacher Recognition Awards. The early registration deadline for this year's Council was Monday, April 3. Online registration is no longer available, but you can still register using the form at the back of your program or using a paper form that you can print from our website. You can also register on-site at Bernice MacNaughton on the day of the Council. The late registration fee is \$40.00. All members who registered early will receive your registration materials in the mail, enabling you to avoid the long waits traditionally associated with on-site registration! Please remember to bring your receipt with you on Council Day! This receipt will contain a bar code that acts as your ticket into the conference. If you forget your receipt then you will be forced to wait in a long line as someone searches for your registration confirmation. Receipts will be mailed to your schools during the week of April 18 to 21.

The High School Council Professional Development Committee recently offered a very successful institute dealing with the use of Smart Boards. Look for further details about the Smart Board

Institute and on how to register for upcoming professional development opportunities in this section of the *NBTA News* or on our website. We are always looking for new ideas for institutes and teacher professional development. If you would like to offer an institute in your specialty area (we are already planning ahead to next fall!) or you know someone who would be interested, please contact any member of your High School Council Executive and he/she will explain how you can make it happen! We are more than happy to assist you with the financial and organizational elements of your institute.

If you ever have any items you would like to see included on an agenda for a High School Council Executive meeting, please do not hesitate to contact me ([derek.taggart@nbed.nb.ca](mailto:derek.taggart@nbed.nb.ca)) or any of your other High School Council Executive members. I would encourage all of you to attend our business meeting at lunchtime on Friday, May 5 in the Bernice MacNaughton Theatre. This is where you can hear the details of our 2006/2007 budget and also where we will be holding elections to replace members who have completed their terms on High School Council. If you would like to become a member of the Executive, please attend this meeting and let your name stand for the elections. I look forward to seeing you all at Council Day!

Derek

## Important Registration

### Announcement

You must bring your receipt with you on Council Day!  
(the one that was mailed to you at your school).

The bar code on this receipt acts as your ticket  
into the Conference.

# High School Council Teacher Recognition Award Michelle White



Michelle White

Michelle is currently teaching at Leo Hayes High School, where she teaches English grades 10 and 12, and Theater Arts. She has also taught English

grades 9 and 11, Language Arts grade 7 and Science grade 7. Her favourite courses to teach are English and Theater Arts.

She has six years of experience.

Michelle has taught at Nashwaaksis Middle School and such exotic places as Gakushakau in Shizuoko, Japan.

Her extracurricular activities include a musical production and

helping with graduation.

Her activities/hobbies include belly-dancing and yoga. Michelle says that she loves the belly-dancing. Her outside interests include such things as travel, reading, music, films, and of course, drama.

Michelle is the last recipient in this series.

Nancy K. Vessie

## Johnson Scholarships and Academic Grants

Applications for Johnson Scholarships and Academic Grants are now available for the 2006/2007 academic year.

Scholarships are to assist students beginning post-secondary studies following the completion of high school.

Academic Grants are to assist those returning to full-time studies following an absence of two or more years and for those beginning full-time studies as a mature student.

NBTA members/employees and their dependants (who are enrolled in either the NBTF Group Insurance Plan or the Johnson Inc. Home or Auto Plan) are eligible to apply.

Scholarships and Academic Grants are valued at \$1,000 and there will be a total of 100 awarded across Canada.

Completed application forms must be submitted by September 15.

Forms are available by:

**Calling Toll-free** 1-877-328-7878

**E-Mail** [scholarshipsandgrants@johnson.ca](mailto:scholarshipsandgrants@johnson.ca)

or **On-line** [www.johnson.ca](http://www.johnson.ca)



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[www.johnson.ca/nbtf](http://www.johnson.ca/nbtf)

(Please provide your Group ID Code: 63)



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# REMEMBER THESE DATES



## Deadline Dates

Conference Grants — Five weeks prior to opening day

### Election Dates

- (a) Voting to take place - April 24-28, 2006 inclusive
- (b) Ballots returned to Central Office by 5:00 pm - May 5, 2006
- (c) Counting of Ballots - May 10, 2006
- (d) Candidates notified - May 10, 2006

Employment Insurance Rebate Report — June 1, 2006

Registration of Branches — June 1, 2006

Report of Branch Meetings — June 1, 2006

Names of Branch Committee Chairpersons — June 1, 2006

NBTA Council Annual Reports — June 15, 2006

NOTE: Check with NBTA Personal Calendar for key activities within NBTA, NBTf and CTF.

## OTHER IMPORTANT DATES

NBTA AGM — May 26-27, 2006

Retiring Teachers' Luncheon — May 27, 2006



## DRAMA 2006

THE NEW BRUNSWICK PROVINCIAL  
DRAMA FESTIVAL & CONFERENCE



ST. THOMAS UNIVERSITY  
APRIL 26-29 & MAY 1-2, 2006

## Sean: Teaching in the U.S.A.

Home Country: Canada

U.S.A. Placement: South Carolina

Professional Goal: Learn new teaching strategies

Personal Goal: Go camping in Yosemite National Park

How He Got Started: [www.vifprogram.com](http://www.vifprogram.com)



Hundreds of teachers like Sean are teaching in the U.S.A. and gaining experience that will advance their careers. You can, too. Visit [www.vifprogram.com](http://www.vifprogram.com).

New! Positions available in Florida. Apply now for priority consideration.



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ISBN 978-1-55077-150-3

Net price: \$76.95

Available: Fall 2006

(Shipping and taxes extra.)

Also available:

- Teacher's manual
- Student activity handbooks
- On-line teacher and student support

We acknowledge the assistance of the OMDC Book Fund, an initiative of Ontario Media Development Corporation.

Secondary School Resource

## Healthy Active Living: Keep Fit, Stay Healthy, Have Fun

Ted Temertzoglou

**Announcing the All-Canadian Health and Physical Education literacy resource you've been waiting for ...**

This new resource will provide all the information, tools and strategies that will help secondary students live healthier, more active lives.

From preparing a personal fitness plan, to resolving conflict, to participating in games, recreational activities and sports, this text is a rich guide to pursuing and maintaining a healthy and active lifestyle.

**Healthy Active Living** incorporates literacy strategies that will enhance student learning.

It also includes the full High School CPR - Student Manual, courtesy of the ACT Foundation.



## Canadian Active Living Fitness Circuit Charts

Series Editor: Ted Temertzoglou

**Each series (Elementary & Secondary) contains:**

- 40 laminated charts, 13 X 19.25 inches, full-colour
- 2 anatomy charts ( Muscular/Skeletal System)
- A Teacher's Manual containing activity guides, circuit layouts, safety tips and exercise techniques

More than ever, teachers across Canada are faced with the challenge of providing students of all ages and abilities with daily physical activity sessions that are safe and fun. Now, the challenge just got easier – with the arrival of the new *Canadian Active Living Fitness Circuit Charts*.

With these sturdy charts, teachers can cater cardio-respiratory and resistance routines to suit the needs of their students, regardless of their current fitness level. Each set of charts comes with a Teacher's Manual that will allow both the physical education specialist and non-specialist to make the most of these exercises.



"This fitness package has been well thought out with functional exercises to enhance fitness, ability, and health, while minimizing injury risk among our Canadian students." — Dr. Stuart McGill, Professor and Chair, Department of Kinesiology, University of Waterloo

### Elementary School Series

40 charts + 2 Anatomy charts

ISBN 978-1-55077-155-8

Net price: \$225.00

Available: March 2006 ♦ (Shipping and taxes extra. Equipment not included.)

### Secondary School Series

40 charts + 2 Anatomy charts

ISBN 978-1-55077-156-5

Net price: \$225.00



200-6 Ripley Ave. Toronto, ON ♦ M6S 3N9 ♦ Tel: 416-766-2763 ♦ Fax: 416-766-0398 ♦ Email: orderdesk@thompsonbooks.com

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## National Campaign Aimed at Fighting Youth Obesity

**T**he *Weight of the World Challenge* is a project that started in the autumn of 2004. The Canadian Broadcasting Corporation (Nature of Things with David Suzuki) and the National Film Board of Canada had co-produced the film *The Weight of the World*, which deals with obesity as a global public health crisis. CBC Montreal and the NFB joined together and used the film for a pilot project that aimed to generate awareness around the issue of obesity.

The intent of the project was to show the film in the schools and to facilitate discussion with teachers,

students and parents about decisions regarding the issues of nutrition and fitness. The film, teacher and user guides were made available to anyone in Canada free of charge and teachers began using it in classrooms to enhance lessons and to give students opportunities for hands-on activities.

The project received such an overwhelmingly positive response to the project from teachers, parents and students alike, that organizers have continued to offer the package through the *Weight of the World Challenge* website this past year. To date, 309 schools from across

Canada representing nearly 60,000 students have signed up.

*The Weight of the World Challenge* package includes a free copy of the film and educational guides that serve as companions to the film itself.

The film can be ordered and the guides downloaded at [www.cbc.ca/weightoftheworld](http://www.cbc.ca/weightoftheworld) for anywhere in Canada until June 2006.

Please feel free to contact the national project coordinator, Cassidy Lerman at 1-514-597-4411 or at [cassidy\\_lerman@cbc.ca](mailto:cassidy_lerman@cbc.ca) with any questions.

## Disability Awareness Week

May 28<sup>th</sup> - June 3<sup>rd</sup>

"Inclusive Education... Learning Together"

The theme for the Week is "Inclusive Education... Learning Together" to highlight that citizens with disabilities need access to appropriate education and training at all levels to improve their future opportunities. Planned activities include:

- Best practices in inclusive schools/classrooms contest.
- Inclusive education quiz contest open to the public.
- Province-wide Walk and Roll on Friday, June 2<sup>nd</sup>.
- Provincial kick-off at Coronation Park in Bathurst on May 27<sup>th</sup>.
- Variety of promotional items for sale and prizes to be won.
- Local events held across the province.

**WIN A LAPTOP**

Disability Awareness Week  
Telephone: 1-800-442-4412  
Website: [www.gnb.ca/0048](http://www.gnb.ca/0048)

**PRIZES**

# FORSC – Forestry Science for the Classroom

**T**he Fundy Model Forest invites you to participate in a summer institute (free of charge) July 11-14 at the Hugh John

Flemming Forestry Complex in Fredericton. Developed by partners in the Model Forest, FORSC (Forestry Science for the Classroom) will bring high school teachers together in an experiential, interactive, "face-to-face" environment to witness the degree to which science is the foundation for forestry management at many levels, and to show the many career avenues that students can pursue in forestry. This event is geared towards teachers who so often directly impact the choices and decisions that academically inclined students make.

The program will highlight and focus on important aspects of forestry and the various professions in the forest community that may not always receive attention. Supplying the future professionals for the workforce who will maintain and enhance forestry in Atlantic Canada is critical to the survival of forestry programs, as well as, healthy forest management and stewardship.

Some of the topics that we will present to you are: • Biodiversity and Ecosystem field tour including First Nations perspective • Site visits to the UNB woodlot hosted by staff from the Maritime College of Forest Technology – forestry science as the basis of decision making • Science as the foundation of forestry – highlights of the multiple aspects of scientific expertise connected to forestry - hosted by the Canadian Forest Service • Small-scale, value-added forest industry • Elmhurst Outdoors – education, science and values in private woodlot management • Urban forestry

The premise of FORSC is to impart knowledge to teachers in an interesting, activity-based, yet informal setting. Participants will be housed at the Maritime College of Forest Technology. Professionals associated with various aspects of forestry will be joining us for social events and discussing the path(s) that lead them to their current positions.



We are confident that you will benefit personally, but more importantly, that you will be able to bring information, and influence those students with the required academic skills who might want to pursue one of the many diverse professions available through forestry.

To accompany the information provided at this event we will be providing lesson plans that can be incorporated in your classrooms. The materials were prepared in conjunction with text books currently used in New Brunswick high schools, covering a range of topics and subjects. They are relevant to all science and math programs.

FORSC will draw teachers from many high schools so there will be a wonderful opportunity for

networking and sharing among peers. We sincerely hope you will give this opportunity consideration and incorporate it into your summer plans for learning and professional development.

For further information and a registration form, please contact: Marie-Paule McNutt, Technical Team Leader, UNB Faculty of Forestry and Environmental Management  
mpmcnutt@unb.ca 506-453-4905

Jeanne Moore, Project Coordinator, Fundy Model Forest –  
jeanne@fundymodelforest.net  
432-7561

**(NOTE: Registrations are due by May 15th, 2006; however, an early indication by phone or email would be appreciated.)**

**CONTACT  
2006**

**"Images of Our Profession"**  
August 6-9 – Sir Wilfred Grenfell College,  
Corner Brook, Newfoundland

Registration deadline: May 1, 2006  
Fee: \$190.00

Please send application form to:  
Nancy Roach, NBTA Director of Professional Development,  
P.O. Box 752, Fredericton, NB, E3B 5R6  
Fax: (506) 453-9795

**DO NOT SEND ANY FEES.  
SUCCESSFUL APPLICANTS WILL BE CONTACTED.**

# Computer Program Teaches Children to Beware of Cyber Predators

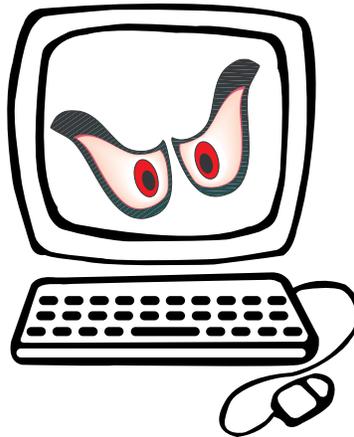
Jason is the bad guy, a grown man who lurks behind a friendly disguise in cyberspace. And his motives are less than honourable. He's the villain in a new interactive CD produced by Nancy Wood, coordinator of the Fredericton YMCA Computer Access Centre.

The Internet-safety CD, aimed at school children from elementary to junior high, introduces Jason as a member of a popular chatroom. The adult solicits friendships with young children, posing some offensive questions.

"This can be a little frightening, but not startling," Wood said. "It's frightening because a lot of young children fall victim to this type of villain. The CD encourages children to block e-mail and chat partners who are offensive, off-colour and otherwise intrusive," Wood said. "The overall message is for children

to talk to their parents about their Internet experiences."

The CD was inspired and funded by Connect NB. It is produced in



both official languages and is available for viewing at all 180 access centres throughout New Brunswick.

"It took me about two weeks to plan the whole process, develop the characters and storyline and another two months to put it all together," said Wood, who produced and illustrated the CD.

But many of the safety tips on it came from city police officer, Jan Smith. "Jan provided me with an analogy that likened the Internet to a large tree," Wood said. "The tree at first glance is beautiful, but beneath the bark and soil there are elements that are not so appealing."

"It's the same way with the Internet," she said. "At first glance we don't see the dangers that lie below the surface of the Internet and that includes people posing as children in order to satisfy their own desires."

For more information about the CD, contact Connect NB at 1-877-444-0510 or [www.cnbb@gnb.ca](http://www.cnbb@gnb.ca).





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# Announcements

## Summer Institutes

This summer the Huntsman Marine Science Centre, located in St. Andrews, New Brunswick, will be offering three Summer Institutes for Teachers: "Beachcombing for Marine Biodiversity", "Whales Seals and Seabirds", and "Discovering the Mysteries of Marine Biology - a Family Affair". Each program is unique with respect to the field trips, boat excursions, and labs that are included in the 4 or 5 exciting days spent at the HMSC campus. Join us as we discover the Bay of Fundy's most amazing creatures!

For more information, please visit our website: [www.huntsmanmarine.ca](http://www.huntsmanmarine.ca) or contact Peter at: [pmorrison@huntsmanmarine.ca](mailto:pmorrison@huntsmanmarine.ca), Tel (506) 529-1226.

## International Peace Education Conference

This conference will be held June 25-27, 2006 in Vancouver. The British Columbia Teachers' Federation, in cooperation with the Canadian Teachers' Federation and Educational International is coordinating an International Peace Education Conference (IPEC) as a strand of the World Peace Forum (June 23-28). The theme is *Educating a Generation to Create a Culture of Peace*. Over 100 workshops and keynote presentations will be available to participants. For more information, visit [www.worldpeaceforum.ca](http://www.worldpeaceforum.ca) or contact Jane Turner at [jturner@bctf.ca](mailto:jturner@bctf.ca) or 604-871-1871.

## Canadian Education Association Symposium

*Getting It Right for Adolescent Learners* CEA Symposium will be held May 15-17, 2006 in Vancouver.

Presentations include: *Student Drama* — Witness the creativity and passion of Canadian students; *Expert Research* — Hear leaders sharing important research and theories; *Round Tables* — Participate in stimulating peer discussions; *Studio Labs* — Experience innovative, engaging sessions that connect theory with practice; *Manifesto* — Establish principles and a post symposium call to action.

For further information, contact:

CEA, 317 Adelaide St. West, Toronto, Ontario M5V 1P9; e-mail: [krainville@cea-ace.ca](mailto:krainville@cea-ace.ca); [www.cea-ace.ca/](http://www.cea-ace.ca/)

## Money Management Skills Program

Educators can learn more about how to help their students to develop good money management skills by ordering the RBC Royal Bank® Financial Lifeskills Junior package — *Save, Share, Spend* for grades 4-6 which features a teacher's guide, a class set of 35 piggybank templates, and a poster. This program is designed to cultivate in students an interest in financial and career planning. The Junior program introduces the concept of learning to differentiate between "needs" and "wants".

It is a free curriculum-based program and can be ordered at: [www.4edu.ca/tors/RBC3](http://www.4edu.ca/tors/RBC3)

## National Media Education Week

The Canadian Teachers' Federation and the Media Awareness Network have partnered to launch and promote National Media Education Week to be held November 19-24, 2006. The first of its kind in Canada, the week will highlight the importance of media literacy and web literacy as key learning areas in the information age.

Teachers are encouraged to obtain more information on how they can take part. Related links are: <http://www.ctf-fce.ca/nationalmediaeducationweek/default.htm>; <http://www.media-awareness.ca/english/research/YCWW/index.cfm> <http://www.ctf-fce.ca/en/side/media.htm>

## Canadian Student Leadership Conference

New Brunswick will be holding the CSLC/CCLE Conference on September 19 to 23, 2006 at Fredericton High School. There is a call for presenters who would be willing to offer a session to either students, advisors, or both. The form is available online at [www.cslc2006.ca](http://www.cslc2006.ca). For further information, contact Francine Levesque at 847-6204 or email: [francine.levesque@nbed.nb.ca](mailto:francine.levesque@nbed.nb.ca).



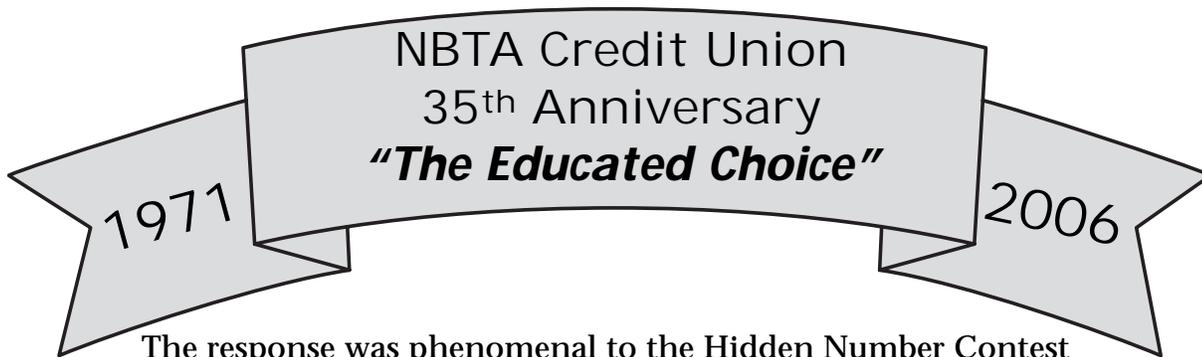
## International Summer School for Young Physicists (ISSYP)

This summer, the Perimeter Institute for Theoretical Physics (PI) will be holding its annual International Summer School (July and August) for Young Physicists (ISSYP) under the patronage of the Canadian Commission for UNESCO.

The International Summer School for Young Physicists accepts approximately 100 international and Canadian highly motivated students (16-17 years of age) who are passionate about maths and science. This two-week program will allow students to engage in workshops to explore the fascinating concepts of theoretical physics about our universe and to interact with the world class physicists at PI. The ISSYP will also be an occasion for students to tour various labs in Ontario, enjoy social and cultural activities, and make new friends from around the globe.

As part of its outreach mandate, Perimeter Institute covers the entire cost of ISSYP for students within Canada. This includes return transportation costs to Waterloo, Ontario (via the most reasonable means), accommodation for the duration of the school and all meals.

All students must submit a short essay and application form by Friday, May 19, 2006. For full application details, please see [www.youngphysicists.ca](http://www.youngphysicists.ca)



The response was phenomenal to the Hidden Number Contest in the previous issue of the *NBTA News*...

The five (5) lucky winners are:

- Randy Hunter, District 15
- Michael McNaughton - District 16
  - Lee Wood - District 16
  - Cheryl White - District 17
- Sandra Pentland - District 17



**Congratulations!**

The 35<sup>th</sup> Anniversary Committee will continue with celebration activities.

The previous issue of the *NBTA News* alluded to ATM Connectivity using the MemberCard/Debit Card. Let's take a look at these enhancements that benefit our member-owners.



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### Reminder for Retiring Teachers

Any NBTA Credit Union member who is retiring in June 2006, please notify the Credit Union in order for a pension card to be submitted effective July 2006.



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