

# *Who will be the next NBTA Vice-President/ President-Elect?*

## **Inside: Candidates' Statements**



**March 2016  
Election Supplement**

This spring will see candidates visiting as many schools and Branch/Rep Council meetings as possible, expressing their views and seeking input from teachers. Teachers and administrators should welcome candidates and take advantage of opportunities to discuss issues with them. We encourage teachers to access the NBTA website, which features contact information for all candidates and links to learn more about them.

**Candidate Information can be found at [www.nbta.ca](http://www.nbta.ca)**



**George Daley**



**Donna Lagacy**

**Voting for all members  
electronically at  
[www.nbta.ca](http://www.nbta.ca)  
Monday, April 25 at 6:00 am -  
Friday, April 29 at 4:00 pm**

**On Back:  
Voting Eligibility,  
Procedures and  
Confidentiality**



# George Daley — Statement

## *With Teachers - For Teachers (www.GeorgeDaley.ca)*



**George Daley**

Time flies; how quickly my year as NBTA VP passed! This past year, along with visiting 173 schools last spring, provided me a broad view of education and its infrastructure. It allowed me to engage teachers, to listen, and sadly too often console teachers in tears, asking me how I could help make a difference in their current difficult situations. It was clear that teachers are hard-working, caring and compassionate, however many feel that the system is on the brink of collapse. From all those discussions I have generated my key targets.

**Cuts to Education** – They must stop! Teacher reductions are having a detrimental effect on students and the system as a whole. We must push to return to **2010 funding in real dollars**.

**Inclusion** – It is the most pressing issue in NB education. I support “Inclusion” as it was originally designed. We have developed a more tolerant and accommodating society because of our inclusive educational policies. Yet the “default” practice of having all students enrolled full-time in so-called “mainstream” classes does not address all students’ needs. Policy 322 allows for pullouts, however this does not go far enough in many situations. Worsening it, some areas are not allowing pull outs. Inclusion has never been, and certainly appears now unlikely to

ever be, adequately funded. Universal Design for Learning is great in theory however UDL cannot be a catch-all for solving the problem of a lack of professional resources. Teachers cannot keep up with the demands placed on them by UDL Theory. No lesson plan design can help us meet the extremely diverse needs currently seen in our classrooms. It is my position that a small percentage of students with extreme medical and psychological needs cannot be properly served in the regular school system. These cases need an intensive level of service that the school system is simply neither equipped nor designed to provide. We also have a large and growing number of students who need life skills training or remedial education beyond the capabilities and time of a regular classroom setting. We need significant change in policy and direction to allow schools flexibility according to their circumstances. I feel we must now make this a public political issue. ***We can no longer be afraid to have an open conversation with the NB public and elected officials on the current realities of this inclusion model.***

### **Teacher Welfare**

Current elected NBTA Leadership have made conscientious efforts to publicly support and defend teachers. This must continue. We must continue to foster the public view recognizing teachers as the professionals in education, who deserve respect, fair expectations along with a safe and positive working environment.

**Student Services** – We need more school psychologists! CTF research indicates:

- 800,000 well-educated workers in Canada suffer from mental disabilities costing Canadian businesses \$6-billion annually.
- 70% of adults living with a mental illness indicated the onset occurred before they were 18 years of age and 50% indicated that it started before age 14.

The numbers are there to support the investment in psychologists. They must **test and provide therapy to students at all levels**.

The current ISD model, while well intended, only redirects our **current limited resources**. We must push provincial and federal governments for required support.

**Employee Management Program** – *In Education, Every Day Counts – But Do Teachers?* Government implemented a provincial-wide system with zero input from teachers. The language used by the political elites related to this program was neither positive, constructive nor supportive. We now need to focus on how this system can provide assistance to those suffering long-term illness, and not make them feel guilty or worse because they are sick. ***We must push government to continue and increase funding to our own professional counselling service for teachers.***

### **NBTA Organization**

Our current structural committee reformation must be fully evaluated prior to final implementation. Further I would like a full human resources plan potentially by an outside agency, as we are entering a period which will see considerable staff change.

**Administration** – School Administrators must only be removed for proper cause. School leaders must be free to lead.

**Supply Teachers** – Supply teachers need a more prominent voice provincially. I would like a supply teacher rep from each district to be in attendance at Board and AGM meetings.

**Negotiations** – In my current role with the **Negotiations and Strategic Committee**, I will continue to be a strong voice to obtain the best possible contract for teachers.

# Donna Lagacy — Statement

***“I am committed to LISTEN, COMPREHEND and ACT to ensure teachers’ concerns are addressed.”-***

**- Donna Lagacy**



**Donna Lagacy**

**Teacher’s working conditions are student learning conditions...**

“Education is the most powerful weapon which you can use to change the world.” – Nelson Mandela

In this quotation, Mandela quantifies in just a scarce number of words the impending influence that education can have as a force for change for individuals, communities, and the world.

As Educators **we are** the frontline workers that engage and interact with students each and every day. Teachers change lives, communities and the world. In changing lives teachers **have to** advocate for the needs of the students and the needs of teachers. Teachers are being asked to do more with less and compromises to teacher commitment to education are being requested in the “maintaining” of professional practices and work environment which includes the indirect

consequences of work intensification. Teachers face a perceived lack of appreciation and support for their professionalism, and increased pressures on their personal lives, their health and well-being.

I am committed to LISTEN, COMPREHEND and ACT to ensure teachers’ concerns are being addressed. I want to be that focused voice for teachers, expressing the frustration experienced in having little input into education decisions, despite our knowledge and expertise on education matters, which has a **huge impact on teacher’s working conditions and ultimately student learning conditions.**

My experience with the NBTA dates back to early career involvement at the local branch level, up to my current role as branch and NBTA director. These collaborations have shown me, without question, our professional association (NBTA) is an incredibly strong and influential body. At the board and executive level, teachers have the opportunity to meet with government officials, direct the work of the NBTA staff to reflect the current issues facing teachers, work meticulously with the committees that work alongside the staff of our association to voice the concerns of teachers to all our educational partners. This is all done with the goal of improving the WORKING CONDITIONS of teachers. I want to be that individual who will LISTEN, COMPREHEND and ACT in representing teachers’ voices as part of our

professional association.

*Did you know: Women are a major voice in the teaching profession. Statistics Canada data shows a steady increase in the percentage of women teachers: from 59 per cent women in 1989, to 65 per cent in 1999 and 69 per cent in 2005. CTF’s 2008 data shows that 72.6% of teachers across Canada are women. However, there is a gender imbalance in key leadership positions and in active participation within respective federations and unions (CTF 2015). I want to be that teacher in a key leadership position for the NBTA. I will LISTEN, COMPREHEND and ACT for ALL Teachers while representing the gender imbalance. After all, it is 2016.*

If elected VP/President-Elect, I will represent ALL teachers and will continuously LISTEN, COMPREHEND and ACT as I believe that there are many current issues that will guide the work of NBTA in the upcoming years. These issues include, but are not limited to: workload (including class composition and challenging student behaviours), safe facilities, supply teachers, pension security, support for new/early career teachers, and co-ordination of services for students (including mental health supports).

*I look forward to meeting many of you as I visit schools in the coming months. I encourage and welcome hearing from you. Please contact me at [donna.lagacy@nbed.nb.ca](mailto:donna.lagacy@nbed.nb.ca)*

**[donnalagacy.wordpress.com](http://donnalagacy.wordpress.com)**

**[donna.lagacy@nbed.nb.ca](mailto:donna.lagacy@nbed.nb.ca)**

**THE INFORMATION CONTAINED HEREIN IS NOT NECESSARILY THE OFFICIAL POSITION OF NBTA**

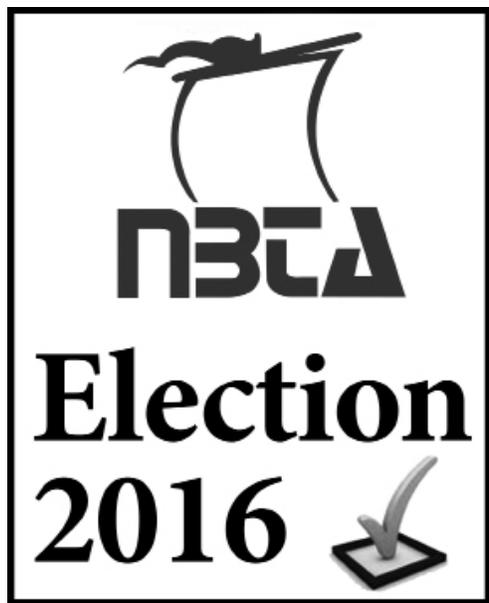
# Voting will Take Place Electronically

## April 25-29, 2016

### at [www.nbta.ca](http://www.nbta.ca)

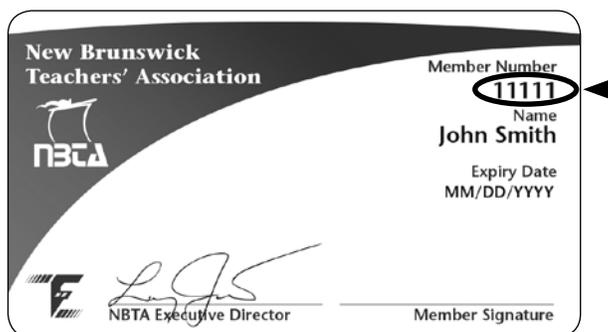
New Brunswick Teachers' Association  
 650 Montgomery Street  
 P.O. Box 752, Fredericton, NB  
 E3B 5R6

Place Label Here



**You will need your NBTA Member Number to vote. Please have it ready**

Your member number is located on the blue member card shown here:



### Who can Vote?

- NBTA Statutory (Contract) Members, including all those on maternity leave and any other teacher on leave who has paid at least 1 day of dues in the current school year.
  - NBTA Casual Members (certified supply teachers) who have (worked) paid dues at least one day during the current school year.
- \*Note:** Individuals must have appeared on a dues printout by April 15<sup>th</sup>.

### Who Cannot Vote?

- **Teachers who have not updated their electronic NBTA membership this school year cannot vote.** To register select "2015-16 Registration" from the "Membership" box at [www.nbta.ca](http://www.nbta.ca) or contact [carlene.merrick@nbta.ca](mailto:carlene.merrick@nbta.ca).
- NBTA Statutory (Contract) Members on leave, other than those on maternity leave, who have PAID NO DUES to the Association during this school year.
- All Substitute Teachers on Local Permits.

### How to Vote?

- Go to the website at [www.nbta.ca](http://www.nbta.ca)
- Click the Election 2016 icon as shown above
- Click to: Learn More Information about the Candidates OR Proceed to the Voting Process.
- If you proceed to vote, enter you NBTA member # and your birthdate.
- Confirm your identity.
- Choose a candidate.
- Confirm your vote.
- A screen will tell you that your vote has been submitted.

\*The process, although explained in detail, should take less than two minutes to complete.

**\*\*Once a teacher has voted, their member # will be blocked out and they will be unable to vote again. However, a teacher can quit the voting process at any point prior to the "CAST YOUR VOTE" Step and start again at any point during voting week.**

### Confidentiality of the Vote

All administration of the voting occurs off-site through an external service provider.

NO individual has access to the individual votes.

During voting week, the NBTA Executive Director will receive updates on the percentage of the membership that has voted, BUT no access to the amount of votes for each candidate.

### Release of Voting Results

After 4pm on Friday, April 29, NBTA Executive Director Larry Jamieson will be informed by the off-site administrator of the vote totals. Mr. Jamieson will then inform the candidates of the results. As soon as the candidates have been informed, an e-mail of the results will be sent to NBTA Branch Presidents and Directors for distribution to the membership through School Reps. An announcement will also be placed on the NBTA website at [www.nbta.ca](http://www.nbta.ca).

Election results by branch will be published in the June issue of the *NBTA News*.

