

2018-2019 Education Leaves

Education Minister Brian Kenny and Federation Co-Presidents George Daley and Lucie Martin, have released the names of the Education Leave recipients for the 2018-2019 school year. In all, forty-six (46) NBTA and twenty (20) AEFNB members received leaves for the purpose of retraining, specialization or professional growth.

Education Leaves awarded to NBTA members amounted to approximately \$1,983,785. Because of the mix of full and part-time leaves, the Committee was able to grant 46 leaves. In the past few years, NBTA leaves were awarded as follows:

2014-2015 — 46 leaves at \$1,930,866
2015-2016 — 54 leaves at \$1,961,375
2016-2017 — 47 leaves at \$1,972,484
2017-2018 — 40 leaves at \$1,897,732
2018-2019 — 46 leaves at \$1,983,785

Education Leave Committee

The Education Leave Committee, established under Article 37 of the Collective Agreement, met on January 19, 2018, to complete the difficult task of selecting this year's educational leave recipients. The Collective Agreement specifies that the Committee will be comprised of 8 members representing the Department of Education and Early Childhood Development (EECD), the Superintendents, and the NBTA, AEFNB and NBTF. The composition of the Committee is as follows:

- Tammy Strong - EECD
- Marcel Lavoie - EECD
- Dianne Kay - ASD-W
- Pierre Lavoie - DSF-NE
- George Daley - NBTA
- Lucie Martin - AEFNB
- Marcel Larocque - NBTF
- Larry Jamieson - NBTF (Secretary)
- Monique Caissie - NBTF (Observer)
- Nicole LeBlanc - NBTF (Observer)

Process

The full Committee met for a short time to discuss and confirm the criteria to be applied in the selection process and to verify the amount of money available pursuant to Article 37. The Committee then divided into two sub-

committees to consider applications from NBTA and AEFNB members.

Criteria

Although an educational leave must fall into one of the three accepted purposes — **retraining, specialization, or professional growth** — the Committee receives confidential comments and recommendations from principals and superintendents regarding the value of the leave to the school and district.

In considering applications from NBTA members, the sub-committee must take into account the total funds available and the number of NBTA members in each district so that the funds can be allocated fairly throughout the province. This means that, while larger areas may be allocated multiple full and/or partial leaves, some smaller areas may get a leave every second or third year, and, in some cases, an even longer period of time might elapse between leaves. Although the Committee is not bound to award leaves on a direct total numbers/leaves available ratio, it is a factor that must be considered. Other factors considered are:

- program to be followed
- benefit of leave to school and school district
- position distribution (teacher, S.P.R., vice-principal, principal)
- grade levels (elementary, middle, high school)
- past professional involvement
- years of experience
- number of times teacher has applied
- certificate level
- subject specialty

*There is also the expectation that Education Leave recipients will share their knowledge and expertise through professional development sessions in their school, district and/or province with interested colleagues.

Leave Statistics for 2018-2019

- There were 87 applications from NBTA members.
- Funds available for educational leaves, determined by the formula in Article 37.03 of the Collective Agreement, were \$2,903,667; the AEFNB share was approximately \$919,882.
- Forty-six (46) leaves (full and part-time) were granted to NBTA members.
- Thirty-eight (38) leaves were granted to females and eight (8) were granted to males.

Leaves Awarded		Areas of Study	
K-8	26	Administration	5
Grades 9-12	20	Curriculum Studies	10
To Achieve		Exceptional Learners/ Spec Ed/Spec. Needs	8
CERT V	5	Guidance/M&R/ Resource/Counselling	12
CERT VI	2	Literacy	1
Masters	29	Technology	2
Princ. CERT	2	Other	8
Other	8	Total	46

Conclusion

When all is said and done, forty-six (46) NBTA members will be happy to be receiving an Education Leave, while forty-one (41) members will be disappointed, and at least some of these members will feel frustrated by the process. The one thing that can be said is that the Committee did its best to weigh all of the criteria, consider all of the factors and award the leaves as fairly as possible.

To those teachers who received leaves, the Committee extends its best wishes for a successful and productive year of study and learning. And, to those who were not successful, the Committee thanks you for your interest and encourages you to apply again next year.

The NBTA recipients for the 2018-2019 school year are listed by district. The length of the leaves varies from four months to a full academic year.

District	Name	Duration
ASD-E	Diana Bourque	Year
ASD-E	Shauna Brooks	Year
ASD-E	John Bryden	Year
ASD-E	Jennifer Campbell	Year
ASD-E	Pierre-Luc Cool	6 months
ASD-E	Angus Gourley	Year
ASD-E	Beverly Keenan	Year
ASD-E	Danny Steeves	Year
ASD-E	Erika Thebeau	4 months
ASD-N	Sandra Black	Year
ASD-N	Scott Jamieson	Year
ASD-N	Kathryn MacDonald	5 months
ASD-N	Natalee Morehouse	6 months
ASD-N	Dean Mutch	Year
ASD-N	Sherri Moran	5 months
ASD-S	Heidi Brown	6 months
ASD-S	Kerry Casey	6 months
ASD-S	Susan Dodds-Martin	4 months
ASD-S	Erin Duncan	5 months
ASD-S	Andrea Earle	6 months
ASD-S	Margaret Gunn-Robertson	4 months
ASD-S	Angela Hachey	5 months
ASD-S	Jennifer Harley	Year

District	Name	Duration
ASD-S	Lynn Hayes	Year
ASD-S	Natasha Kennedy	Year
ASD-S	Raya Khedheri	4 months
ASD-S	Matthew Leger	6 months
ASD-S	Andrea Linton	Year
ASD-S	Tracey Meehan	Year
ASD-S	Melissa Savoie	Year
ASD-S	Kati Stevens	Year
ASD-W	Suzanne Archibald	Year
ASD-W	Gisele Belyea	Year
ASD-W	Patrick Bidlake	Year
ASD-W	Leanda Bruijns	Year
ASD-W	Melina Cyr	5 months
ASD-W	Holly Doyle	6 months
ASD-W	Carrie Estey-Bourgoin	Year
ASD-W	Lorie Gorman	6 months
ASD-W	Natalie Hovey	Year
ASD-W	Alanda Harrison	Year
ASD-W	Meghan Lyons	Year
ASD-W	Tricia McGraw	6 months
ASD-W	Linda Nelson	Year
ASD-W	Judy Piers-Kavanaugh	6 months
ASD-W	Amy Wood	3 months