

2016-2017 Education Leaves

Education Minister Serge Rousselle and Federation Co-Presidents Guy Arseneault and Marc Arseneau, have released the names of the Education Leave recipients for the 2016-2017 school year. In all, forty-seven (47) NBTA and twenty-one (21) AEFNB members received leaves for the purpose of retraining, specialization or professional growth.

Education Leaves awarded to NBTA members amounted to approximately \$1,972,484. Because of the mix of full and part-time leaves, the Committee was able to grant 47 leaves. In the past few years, NBTA leaves were awarded as follows:

2006-2007 — 47 leaves at \$1,552,555
 2007-2008 — 48 leaves at \$1,641,185
 2008-2009 — 47 leaves at \$1,761,005
 2009-2010 — 51 leaves at \$1,917,167
 2010-2011 — 51 leaves at \$2,027,137
 2011-2012 — 45 leaves at \$1,998,766
 2012-2013 — 50 leaves at \$2,003,528
 2013-2014 — 51 leaves at \$1,963,360
 2014-2015 — 46 leaves at \$1,930,866
 2015-2016 — 54 leaves at \$1,961,375
 2016-2017 — 47 leaves at \$1,972,484

Education Leave Committee

The Education Leave Committee, established under Article 37 of the Collective Agreement, met on January 21, 2016, 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:

- Nancy Boucher - EECD
- Marcel Lavoie - EECD
- Dianne Kay - ASD-W
- Susan Arseneault - FDS-NE
- Guy Arseneault - 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 2016-2017

- There were 73 applications from NBTA members.
- Funds available for educational leaves, determined by the formula in Article 37.03 of the Collective

Agreement, were \$2,892,411; the AEFNB share was approximately \$909,663.

- Forty-seven (47) leaves (full and part-time) were granted to NBTA members.
- Thirty-three (33) leaves were granted to females and fourteen (14) were granted to males.

Leaves Awarded

K-8	23
Grades 9-12	24
To Achieve	
CERT V	3
CERT VI	1
Masters	32
Princ. CERT	4
Other	7

Areas of Study

Administration	10
Curriculum Studies	10
Exceptional Learners/ Spec Ed/Spec. Needs	11
Guidance/M&R/ Resource/Counselling	8
Literacy	1
Technology	1
Other	6
Total	47

Conclusion

When all is said and done, forty-seven (47) NBTA members will be happy to be receiving an Education Leave, while twenty-six (26) 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 2016-2017 school year are listed by district. The length of the leaves varies from four months to a full academic year.