



NBTA

news

NEW BRUNSWICK TEACHERS' ASSOCIATION

APRIL 23, 2003

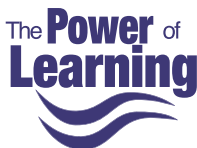
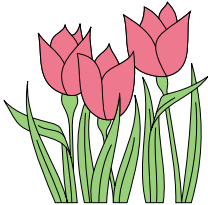
Vol. XLV, No. 8

Branch Resolutions to Annual General Meeting May 29-31, 2003

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Spring Has Finally Sprung!



1. BE IT RESOLVED that NBTA pressure the Department of Education to provide timely and efficient investigations in cases of Policy 701 complaints. And district office personnel provide on-going support and counsel to school staff at the onset, and throughout a Policy 701 investigation.

Rationale: These resolutions developed as a result of a 701 investigation which continued for nearly a year. It left teachers and school staff feeling confused, anxious and without support for too long. There was a lack of essential sensitivity in dealing with the person being investigated, the staff and the community involved.

2. BE IT RESOLVED that NBTA put pressure on the Department of Education to only employ Policy 701 investigators who are: properly trained; have the confidence of teachers; have a full understanding of the school setting, and of the rights and responsibilities of teachers and students.

Rationale: As above

3. BE IT RESOLVED that based on the supervisory capacity of the resource teacher's job description, that resource teachers should be treated as administrative personnel and entitled to supervisory pay based on the number of teacher assistants working under their direction.

4. BE IT RESOLVED that in the event of any early school closures during the day, that persons other than teachers be responsible for contacting parents and guardians.

Rationale: Decisions for early school closure during the day are made by School District personnel. The impact of the sequence of events that follows is felt in the schools. At the school level, teachers are expected to stay with their students and at the same time are expected to contact parents or guardians of each student personally. This is further complicated by a lack of phones, short timelines, and the difficulty of making some contacts.

5. BE IT RESOLVED that NBTA lobby the provincial government to eliminate the early retirement penalty (up to a maximum of five years) for teachers whose service was limited for purposes of child care.

Rationale: The "Canada Pension Plan" has built in the "Child Rearing Drop-out Provision" so that years in which there were little or no earnings due to child care would **not** result in lower benefits. At least one provincial teachers' pension plan allows teachers who opt out of full-time work to care for their children to "count away" up to five years in the calculation of eligibility for benefit.

6. BE IT RESOLVED that NBTA lobby the provincial government to increase the number of years spent in child rearing as pensionable service.

Rationale: As above

7. BE IT RESOLVED that the extra time spent with students be recognized as additional pensionable service time, and be considered a part of the retirement package for all coaches.

Rationale: A great deal of emphasis is put on student extracurricular activities in sports. It is recognized that students learn a great deal about themselves, and teamwork and cooperation through participation in these activities. Teachers spend a great deal of time, after school and on weekends teaching, coaching, caring for, travelling with and taking responsibility for the well-being of these sports team members. This time is not officially recognized.

8. BE IT RESOLVED that in the event that a classroom teacher is unable to complete report cards by the school's designated date (i.e., due to an emergency, sickness, death, accident, surgery,

etc.), that the administration provide an agreed mutual time for that teacher to complete and send out reports to parents.

Rationale: Emergency situations may arise which prevent the preparation of report cards on time.

9. BE IT RESOLVED that when a teacher is out on a leave due to illness, etc., that sufficient time for recuperation is allowed prior to preparation of report cards which may be due.

Rationale: As above

10. BE IT RESOLVED that NBTA and NBTF seek changes to relevant policies to ensure that any teacher in a long term substitute position for more than 10 days be paid as a fully contracted teacher from the beginning of the period of substitution, and receive all benefits including enrollment in the pension plan.

Rationale: Districts currently hire substitute teachers for long term positions but keep them at substitute level wages with no recall rights or pension benefits. Because of this extended time requirement, teachers in these positions feel stressed due to

lack of money, lack of control over their professional career, and reduction in inter-district mobility.

11. BE IT RESOLVED that the six month waiting period for a contract be reduced, and the time spent as a long term substitute be included as experience when considering recall rights.

Rationale: As above



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MONEY MATTERS

• *A Seminar on Basic Financial Advice for Early Career Teachers* •

April 26, 2003 10:00am – 2:00pm NBTF Building Fredericton

- Topics being discussed include debt reduction & management, pensions insurance, and savings
- Seats are limited
- Applications will be accepted on a first-come, first-served basis
- Lunch is provided
- Travel costs are covered for participants
- A confirmation letter will be sent
- Application deadline: April 11th

CANCELLED
 DUE TO INSUFFICIENT
 NUMBERS

Send to NBTA (Karen Vautour):
 P.O. Box 752,
 Fredericton, N.B.
 E3B 5R6



Getting Close To The Finish Line



Mary Wilson

Wow! I truly feel that I am literally hurtling toward the end of my presidency – time is passing so quickly. At school, I always found that June approached in much the same way. All of a sudden, it seemed, there were exams to make up, report cards to prepare, paper work to complete, decisions to make, etc., etc. It can be a very stressful time.

I have this vivid memory of a teacher with whom I began my teaching career, whose physical actions actually speeded up the closer we got to the end of the school year – she honestly walked faster and she always wore spike heels, so, along with everything else, there was this incessant "click, click, click" in the hallways and the staff room, by the copier and the coffee pot and, even though I laugh about it now and even though I realize now that this was an outward sign of her anxiety, at the time, it seemed to cause even more strain on the rest of us.

At these times of potential stress, then, I propose that it's really important for us not to take ourselves too seriously, laugh often and learn how to put things into perspective. We do, after all, choose how we respond to our environment and, as I stated in a previous issue of *NBTA News*, choosing to live a joyous life every day is the best defense against stress. I heard a presenter a couple of years ago say that pain is inevitable, suffering is optional. You make the choice.

I sincerely believe that life is just too darned short to allow stress to have a major effect on our daily lives. You know, you never hear a person on their deathbed say: "Gee, I wish I'd spent more time at the office." It really is important to try to concentrate on the positive, light-hearted aspects of our days.

With that in mind, let me tell you a true story. I don't know where it happened, but a Kindergarten teacher was reading "The 3 Little Pigs" to her class and she said (in her Kindergarten voice): "...and so the pig went up to the man with the wheelbarrow full of straw and said: 'Pardon me, sir, but may I have some of that straw to build my house?'" The teacher paused and then asked the class: "And what do you think that man said?" One little boy raised his hand and said "I think he said 'Holy Shit! A talking pig!'"

Laughter truly is fine medicine. I continue to believe in the saying: "He who laughs, lasts!", but did you know that recent research found that children smile or laugh 400 times a day, while adults smile or laugh only 15 or fewer times a day. I don't know about you, but this tells me that we have some critical work to do around getting people to "lighten up". This doesn't mean that we have to turn

into stand-up comics, but we do need to become more receptive to joy. There is, after all, more and more scientific research that acknowledges both the emotional and physical benefits of laughter. There is also a growing international "Laughter" movement. Laughter Clubs are springing up all over the globe and Laughter Therapy is becoming a common remedy. Laughing really is good for you!

In addition, did you know that April is "Humour Month"? I think that every month should be humour month. Yes, we have serious work to do, but, I repeat, all of the research that states that laughter relieves stress is true. So... I hope you are laughing out there every day some. You do the most important work imaginable and at this hectic time of year be sure to look after you!

On another note, the April Board of Directors was

extremely busy. The final report of the ad hoc Committee on Teacher Demographics was adopted by the Board. We maintain that there will be a teacher shortage in the future and the report makes 21 recommendations in an attempt to make teaching more attractive as a career choice and to keep our Education graduates in New Brunswick.

Hope to see you at Council on May 2nd. Hello to my Canterbury pals and I want to leave all of you with someone's wise words as my wish for you. I hope that you are able to:

*Dance like no one is looking;
Work like you don't need the money;
Love as though you've never been hurt;
And laugh as though you were still children.*

Report on 2002 Annual General Meeting Resolutions

Adopted

1. BE IT RESOLVED that NBTA acknowledge the continued support and interest in the health and well-being of teachers by the Government, the Minister, and the Department of Education.

Response:

These sentiments have been expressed on a number of occasions.

2. BE IT RESOLVED that NBTA offer assistance to the Department of Education in selecting appropriate software and hardware and in establishing workshops to assist teachers develop the skills to create computer-generated report cards.

Response:

The offer has been made and we are also involved in a national project on the use of information technology, through CTF, and were invited by the Department to be involved in its assessment of the computers in the schools program in Maine.

7. BE IT RESOLVED that NBTA request the Minister of Education to improve the staffing formulae for schools.

Response:

This has been the major focus of our lobbying effort this year.

Resolutions from the floor which received a 2/3 majority vote to reach the floor and were adopted

BE IT RESOLVED that the NBTA/NBTF enter into discussions with the Department of Education to bring about a change in their recently announced transportation and insurance requirements for school-owned vehicles and privately-owned vehicles being used to transport students.

BE IT RESOLVED that this AGM

express grave disappointment in the recently announced loss of 76 FTE's for the 2002-2003 school year.

Response:

There has been continued coverage in media regarding the need for additional teachers.

The following resolutions were adopted in an amended form

3. BE IT RESOLVED that NBTA examine the appropriateness of the minimum percentage requirements for Immersion instruction at various grade levels.

Response:

We are currently monitoring the District 2 initiative regarding Policy 309.

- 11(a) BE IT RESOLVED that NBTA request that the Minister of Education acknowledge that Immersion has created a unique situation in English core classrooms and encourage the Minister to reduce class size in English core classes. Current intervention services available to classrooms should still be available.

Carried Unanimously.

Response:

The release of the SCRABA Report, and the subsequent detailed public discussions have clearly shown these concerns.

- (b) BE IT RESOLVED that NBTA/NBTF lobby the Department of Education to recognize that maximizing the hours of instruction at all levels is not going to improve PISA or other assessment scores if various other factors contributing to lower scores are not addressed.

Response:

The Minister has stated that numerous factors will be incorporated in the "Quality

Learning Agenda", and there is no single "silver bullet ..." to improve test scores.

The following resolution was referred to the New Brunswick Teachers' Federation

16. BE IT RESOLVED that NBTA seek amendments to NBTF's Policy 43 to require NBTA/NBTF staff presence and involvement in the mediation process in meetings involving NBTA members and district office personnel.

The following resolutions were referred to the Federation Committee on Terms and Conditions of Employment

6. BE IT RESOLVED that NBTA recommend that the provincial government increase teacher salaries above those in the other Provinces.

Response:

The FCTCE developed the Asking Package which is, by policy, reviewed with the members prior to presentation in the bargaining process.

8. BE IT RESOLVED that NBTA petition the Minister of Education to ensure staffing allocations permit each teacher a minimum of forty minutes of preparation time per day.

Response:

Considered by FCTCE.

The following resolution was referred in an amended form to the Federation Committee on Terms & Conditions of Employment

10. BE IT RESOLVED that NBTA recommend to the Government that combined classes be eliminated.

Response:

Considered by FCTCE.

The following resolution was referred to the Teaching/Learning Conditions Committee

9. BE IT RESOLVED that NBTA approach the Minister of Education to have individuals hired to assume responsibility for supervising students, and have the Education Act amended to allow for supervision by non-teaching personnel.

Response:

Currently the Education Act allows for involvement of non-teaching personnel in supervision. The membership is split on the issue of exclusive supervision by non-teaching personnel.

Resolutions Defeated

- 4. BE IT RESOLVED that NBTF negotiate that team leaders be recognized as SPR's in the Collective Agreement.
- 5. BE IT RESOLVED that NBTA recommend to the Department of Education that School

Districts include principals on teams that attend job fairs, providing the principal's absence from school is not deemed to be excessive.

- 12. BE IT RESOLVED that NBTA enter into discussions with Government to seek changes that would enable any teacher with part-time service to purchase full pension benefits regardless of when that part-time service occurred.
- 13. BE IT RESOLVED that five dollars per pay be deducted from members to be held as a strike fund.
- 14. BE IT RESOLVED that NBTA review and suggest amendments for NBTF's Policy 43 to include clear statements which require NBTA/NBTF to provide strong, clear and visible support for teachers through mediation efforts in situations where there is conflict between teachers and department heads or

administrators.

- 15. BE IT RESOLVED that NBTA monitor and keep a log of all communications (phone calls, letters, etc.) received from teachers in a given school related to their working conditions and take a proactive role in mediating between its members to ease tensions and prevent situations from escalating to the filing of complaints or grievances.
- 17. BE IT RESOLVED that NBTA monitor school climates and seek to redress the unhealthy situations by working closely with district office personnel.
- 18. BE IT RESOLVED that NBTA seek changes in the procedures of the *Workplace Harassment Policy* to ensure that not only is justice done but that it is seen to be done, following the best practices of our constitutional and judicial systems.

Recommendations from NBTA Board of Directors

1. Review of 5-year AGM Policy Statements

That we recommend to the Annual General Meeting 2003, reaffirmation of policies as outlined below:

<i>Policy No.</i>	<i>Year of Adoption</i>	<i>Current Policy</i>	<i>Recommendation</i>
101	1987	Date of Annual General Meeting Reaffirmed: The Annual General Meeting will be held in May. 1998	Reaffirm
103	1987	AGM Resolutions (Publication) Reaffirmed: Resolutions and recommendations submitted to the membership will not disclose the originating Branch. 1998	Reaffirm
116	1987	Role and Responsibility of Directors Reaffirmed: It is the role and responsibility of the Directors to keep Branches informed on Association activities and business. Directors are requested to present local views at meetings of the Board of Directors. Directors have the authority to vote in a manner which they consider to be in the best interest of teachers generally after having full debate on any topic at the Board of Directors' meetings, keeping in mind the specific views expressed in their own area(s). 1998	Edit and Reaffirm It is the role and responsibility of Directors to keep Branches informed on Association activities and business. Directors are expected to present local views at meetings of the Board of Directors, but have the authority to vote in a manner which they consider to be in the best interest of teachers generally after having full debate on any topic.

Board of Directors' Recommendations continued...

119	1987 Reaffirmed as amended: 1998	<p>Eligibility to Serve on Board of Directors Should a Board Member or Alternate be on Educational Leave, Deferred Salary Leave, pre-retirement leave, extended sick leave or secondment, then an Alternate should serve as Director or Alternate for the period of the leave. An Alternate will be selected to serve if the Executive of the Branch becomes convinced that a Board Member or Alternate Director is not going to be in the Branch and available to members on a regular basis.</p>	Reaffirm
128	1986 Reaffirmed: 1998	<p>Supervision of Budget The Board of Directors is to maintain close supervision over Association finances so that budget items are not over-expended unless absolutely necessary.</p>	Reaffirm
141	1987 Reaffirmed: 1998	<p>NBTA Committees <i>Board Representation on Committees</i> Each standing committee, except the Professional Conduct and Standards Committee, shall include a member of the Board of Directors.</p> <p><i>Naming of Committees</i> NBTA Committees shall be named by the President-Elect in consultation with the President, for approval by the Executive Committee, and committees will commence duties August 1st with specific terms of reference. The number of meetings per committee will be a maximum of three (3) unless additional meetings are approved by the Executive Committee or Board of Directors. When special committees are established as a result of a motion from the Executive Committee or Board of Directors, the terms of reference for such committees will be approved by the Executive Committee at the earliest convenient time.</p> <p><i>Standing Committees</i> Standing Committees should meet, if necessary, for one or two-day periods prior to each regular meeting of the Board of Directors, and submit regular reports and recommendations to the Board.</p> <p>a) The Centennial, Finance, Professional Conduct and Standards, Professional Development, Nominating, French Second Language, Public Affairs and Gender Equity in Education Committee have provincial representation.</p> <p>b) The Curriculum, Education Finance, Pension, Public Relations, Teacher Education and Certification and Teaching/Learning Conditions Committees have regional representation.</p> <p>c) The NBTA Executive Committee and NBTA members on the CTF Committee will be the CTF Committee.</p> <p><i>Membership on Standing Committees</i></p> <p>a) Standing Committees will consist of 5 members, including the Director, unless otherwise specified.</p> <p>b) As a general rule, committee members will be replaced in</p>	<p>Reaffirm as amended.</p> <p>a) The Centennial Awards Committee, Finance, Professional Conduct & Standards, Professional Development, Nominating, Curriculum, Equity in Education and In-School Administration have provincial representation.</p> <p>b) The Teacher Education and Certification, Pension, Public Relations & Communications and Teaching/Learning Conditions have regional representation.</p> <p>AMEND</p> <p>c) The NBTA Executive will be the CTF Advisory Committee.</p>

Board of Directors' Recommendations continued...

such a way that continuity is assured.

Council Co-ordinating Committee

A Council Co-ordinating Committee is established to operate under the following guidelines:

- a) each Council Co-ordinating Committee may name six representatives to the Council Co-ordinating Committee
- b) each Council Co-ordinating Committee is responsible for the expenses of its representative in accordance with its own expense policy.
- c) the Committee has as its primary function the organization and co-ordination of workshop activities and monitoring of curriculum issues.

151	1987 Reaffirmed: 1998	Official Acts and Statements The President is the official spokesperson for the Association. The Association accepts full responsibility for the official acts and statements of its President and Administrative Staff. When the President is requested to make a public statement for which there is no Association policy, he/she should, whenever possible, confer with the Executive prior to making such a statement.	Reaffirm
583	1987 Reaffirmed: 1998	Smoking and Health The NBTA shall support the recommendation of the Royal College of Physicians and Surgeons of Canada as follows: — Smokers who wish to stop smoking should receive effective help. — Non-smokers should be protected from second-hand smoke. Canadian children should be educated in smoke-free schools. — Children should be taught not to smoke. The NBTA considers it the responsibility of the employer to provide smoke-free work and eating space for teachers.	Reaffirm
590	1987 Reaffirmed: 1998	Holocaust Denial NBTA believes that Holocaust denial is a form of anti-Semitism and a specific human rights issue requiring attention in our schools.	Reaffirm
599-4	1983 Reaffirmed: 1998	Language Rights Policy 1. The bilingual character of Canada, and especially New Brunswick, arising from the presence of a francophone community is not only an historical, constitutional and social fact, but is also of the highest importance to the Canadian Confederation. 2. Equality of rights and status for those who are English-speaking and for those who are French-speaking is a major goal, requiring the safeguards of laws and of the Constitution of Canada. 3. The survival of the flourishing English-speaking and French-speaking communities in Canada, and their protection against assimilation, is a right which all Canadian authorities should safeguard and respect. 4. The school is an instrument of major importance in maintaining the existence of a functioning linguistic community. Any English-speaking or French-speaking community must have the right to have schools established in which the language of instruction, administration and communication is that of the community, and to protect and preserve the linguistic and cultural integrity of those schools. 5. Opportunity must exist in New Brunswick for all residents to learn a second language, French or English as applicable. All parents should be given the right to choose the language of instruction (French or English) of their children. Provision of such opportunity should not be made in ways which jeopardize	Reaffirm

the linguistic or cultural integrity of schools.

6. Those whose mother tongue is neither English nor French should have the right to affiliate with either an English-speaking community or French-speaking community according to their choice and to have their children educated in the language so chosen.

7. Because of the overwhelming dominance of English-language media of culture and communication in North America, special educational measures are required to ensure that English-speaking residents are given the opportunity to effectively learn French as a second language.

8. Because of the overwhelming dominance of English-language media of culture and communication in North America, special measures are required for the support and protection of the vehicles of French language and culture.

9. The fundamental right of a citizen to function in one of the two official languages, even exclusively so, must be respected. The Association believes that the objectives of bilingualism are long-term and can be effective only as a result of an evolutionary and educational process.

602 1984
Reaffirmed:
2001

Member Responsibility

It is the responsibility of every member of the NBTA to become involved and participate actively in available professional development programs. Included among such activities are: school-based professional development days, provincial councils, regional and national conferences and university courses. If professional development programs are not meeting the specific needs of teachers, it is each member's professional responsibility to provide input and suggestions to professional development committees and to others responsible for developing programs.

Finally, as members of the profession, teachers should be prepared to share knowledge and expertise gained from professional development activities with colleagues, to discuss professional issues with colleagues and to contribute to the ongoing improvement of professional practice.

**Reaffirm as Amended
Renumber to 601**

It is the responsibility of every member of the NBTA to become involved and participate actively in available professional growth. If professional development is not meeting the specific needs of teachers, it is each member's professional responsibility to provide input and suggestions through appropriate channels. Finally, as members of the profession, teachers should be prepared to share knowledge and expertise with colleagues, to discuss professional issues with colleagues and to contribute to the ongoing improvement of professional practice.

605 1997
Reaffirmed:
2001

Teacher Induction Program

NBTA believes that training sessions for both Beginning Teachers and Mentors should be offered at both the district and provincial levels. NBTA should continue its funding for the Beginning Teacher Induction Program by creating a regular budget item, to be reviewed annually through the normal budgetary process. Funding is to be divided among successful applicants according to current guidelines established by NBTA for the Beginning Teacher Induction Program.

**Reaffirmed as Amended
Renumber to 630
Beginning Teacher Induction Program**

1) The NBTA acknowledges the necessity of a Beginning Teacher Induction Program to provide support for teachers entering the profession and to encourage their participation in professional growth.
2) The role of the mentor is recognized as a professional contribution and should be supported with appropriate training.
3) Funding is to be divided among successful applicants according to current guidelines established by NBTA for the Beginning Teacher Induction Program.

Board of Directors' Recommendations continued...

- | | | | |
|-----|---|---|--|
| 622 | 1986
Reaffirmed as
Amended:
2003 | NBTA Councils' Workshop (Presidents, Secretaries & Editors)
NBTA shall hold annually a Leadership Workshop for NBTA Council Leaders. | Reaffirm as Amended
Name Change: NBTA Councils Leadership Workshop
Renumber to 642 |
| 631 | 1987
Amended:

2003 | NBTA Councils - Regulations
1. Membership in Councils will be automatic.
2. Council membership dues shall be established by the AGM and shall be the same for all Councils. These dues shall be deducted at source beyond the membership dues and shall be rebated entirely to the Councils. | Reaffirm as Amended
Renumber to 611
1. Membership in Councils will be automatic.
2. Council membership dues shall be established by the AGM and shall be the same for all Councils. These dues shall be deducted at source with membership dues and shall be rebated entirely to the Councils. |
| 642 | 1984
Reaffirmed:
2001 | Conferences and Conventions (Reports)
NBTA representatives at special conferences and conventions shall write a report on each conference and copies of these reports will be made available on request to NBTA members. | Renumber to 661 |
| 812 | 1986
Reaffirmed
as amended:
1998 | Secondment
The Association supports the principle of secondment of a teacher to NBTA professional staff when extra staff is needed for a short-term project(s). | Reaffirm |

2. Physical Education Specialists

That NBTA petition the Department of Education to recognize the necessity of hiring Physical Education Specialists to deliver the Physical Education curriculum in New Brunswick schools at the elementary level.

3. Proposed Budget for 2003-2004

That the proposed budget for 2003-2004 be recommended to the Annual General Meeting for approval.

4. NBTA Dues

That we recommend to the Annual General Meeting 2003 that the NBTA dues for 2003-2004 be \$549.00.

ENVIRONMENTAL LEADERSHIP AWARDS 2003

ARE YOU AN ENVIRONMENTAL LEADER?
How about someone in your school, workplace or community?
If you or someone you know has made a contribution toward the enhancement or protection of the environment while setting a leading example for others, we would like to hear about it!

For more information or a copy of the Awards Guide and Nomination form please contact:


The Educational Services Branch
N.B. Department of the Environment and Local Government
P.O. Box 6000, Fredericton, NB E3B 5H1
Phone: (506) 453-3700, Fax: (506) 453-3843
Email: award-prix@gnb.ca
or Visit our Web Site at: www.gnb.ca/0009/0369/0006

Nominations will be accepted until June 2, 2003


New Brunswick
Environment and Local Government

DRAMA 2003

THE NEW BRUNSWICK
PROVINCIAL DRAMA
FESTIVAL



ST. THOMAS UNIVERSITY
Fredericton, NB, Canada
MAY 5 - 10, 2003

"We Build the Future"

**NEW BRUNSWICK TEACHERS' ASSOCIATION
AGM 2003 PROGRAM**

<u>TIME</u>	<u>EVENT</u>	<u>LOCATION</u>
<u>THURSDAY, MAY 29, 2003</u>		
7:30 p.m.	Registration of Delegates (until 9:30 p.m.)	TERRACE -- RAMADA HOTEL
8:00 p.m.	Informal Reception (Cash Bar)	
<u>FRIDAY, MAY 30, 2003</u>		
8:30 a.m.	Plenary Session	NBTF BUILDING
	a) Call to Order	
	b) Opening Remarks & Announcements	
	c) Adoption of Minutes of 2002 AGM	
	d) Report of Action on Resolutions of 2002 AGM	
	e) President's Message	
10:00- 10:15 a.m.	Nutrition Break	
10:15 - 10:30 a.m.	Introduction of Budget	
10:30 - 11:30 a.m.	Committee of the Whole - Education Issues	
11:30 - 1:00 p.m.	LUNCH	HILLTOP (Prospect Street)
1:00 - 1:45 p.m.	Committee of the Whole - NBTF Report	
1:45 - 2:30 p.m.	Committee of the Whole - Budget Discussion	
2:30 - 2:45 p.m.	Nutrition Break	
2:45 - 4:30 p.m.	Board of Directors' Recommendations Branch Resolutions	
6:00 p.m.	Reception	RAMADA HOTEL
7:00 p.m.	Annual Dinner/Dance Presentation of ALIANT AWARD	
<u>SATURDAY, MAY 31, 2003</u>		
8:30 a.m.	Report of Executive Director	NBTF BUILDING
9:30 -10:15 a.m.	Branch Resolutions (Continued)	
10:15 -10:30 a.m.	Nutrition Break	
10:30 -10:45 a.m.	Message from CTF Representative	
10:45 -11:45 a.m.	Branch Resolutions (Continued) Budget Resolutions	
11:45 -	Recess or Adjourn	
12:15 p.m.	Retiring Teachers' Luncheon	AITKEN CENTRE UNB CAMPUS
	a) Presentation of Honorary Membership Certificates	



2003-2004 NBTA Budget

It Is Your Money

by **Melinda Cook**

Director of Finance and Administration



It is your money – spend it wisely!

Each NBTA member has paid \$374.20 in 2002-2003 to fund the operations of the Association. Every financial transaction of this Association has represented some portion of your dues. To date this year, each of you has paid approximately \$3.00 to bring together your Executive Committee, \$1.40 to offer the Branch President Workshops, \$0.20 to fund the Pre-Retirement Workshops, and thankfully, only \$0.03 on Legal Assistance to Teachers. Each of you, through the vote of your delegate at the Annual General Meeting in 2002, chose how that money would be spent.

On the following pages is a budget that proposes a spending plan for your money. It has been months in development, and has already been subjected to close scrutiny. It was first examined by the NBTA Finance Committee; Dixie Coughlin, Susan Maxwell, Kathy Soucy, and Marilyn Kaufman inspected every item. Once they were satisfied that the budget was as frugal as possible, they recommended it to the Board of Directors. The Board of Directors was presented with an introduction to the budget on April 2nd. On April 4th, after examining it thoroughly, debating its merit, and making alterations, the Board chose to recommend it to the membership.

The 2003-2004 budget represents a \$25,346 increase over the 2002-2003 budget. Most of the accounts have not differed dramatically from the previous fiscal year. Only one account, Account 6502 –

Professional Conduct & Standards Workshop, was added to the budget. Only two accounts, Account 6615 – Fidelity Bond, and Account 6107 – NBCEA, have been permanently removed. In a year when the inflation rate in New Brunswick has been the highest in the country, the NBTA proposes to maintain services and enhance programs with a 1.3% increase.

It is your money – save some for a rainy day!

The 2002-2003 budget was designed with \$31,782 in surplus, approximately \$6.00 per member. For 2003-2004 the surplus proposed is \$15,742, or approximately \$3.04 per member. These surpluses represent your savings.

In the same way that you save money as emergency fund, or to slowly build up an amount to pay for a particularly large expense, so too does the NBTA. The Association carries a surplus in order to continue operations should dues be insufficient to meet obligations for a short period of time. For example, in the 2001-2002 fiscal year, the Association had a \$163,793 deficit. Because the Association had slowly built up a surplus over a number of years, it was possible to use that money to fund operations, rather than require a dues increase, or establish a special levy.

It is your money – keep track of it!

In addition to the money you are spending to support the NBTA, you are also contributing \$162.80 toward

the operation of the NBTF. Since the Federation does not hold an Annual General Meeting, the Board of Directors made the final decision regarding the NBTF budget on April 3rd.

Although the NBTF spending plan is now set, it is your money that will be spent, and you should keep track of it. Beginning with the 2003-2004 budget, Federation financial plans will be presented in a new format that is far simpler to interpret, allowing you to keep track of your money with greater ease.

It is your money – it is your decision!

At the conclusion of the April Board, the directors made the following recommendations: 1) That the proposed budget for 2003-2004 be recommended to the Annual General Meeting for adoption; and 2) That the dues for the fiscal year July 1, 2003 to June 30, 2004 be set at \$549.00. As you prepare for your Branch Annual General Meeting, please examine the proposed budget carefully, ask questions of your Director and the NBTA staff, and gather the information required to cast an informed vote. Your opinion is important; after all, it is your money.

Analyzing the 2003-2004 Budget

NBTA expenditures are divided among the following areas of service:

Government - \$585,917 - 29.9%
 President's salary and expenses, Executive Committee, Board of Directors, Committees, AGM, CTF fees, Conferences, Election Expenses, and a portion of staff salaries, expenses and accident insurance premium.

Professional Development - \$264,823 - 13.5%
 Institutes, Contact 2003, Special Projects, DSS Leadership Institute, PD Workshop, Exchange Teachers, Council Grants, Special Projects Grants, Council Leadership Workshop, Beginning Teacher Induction Program, Annual Presidents' Meeting, and a portion of staff salaries, expenses and accident insurance premium.

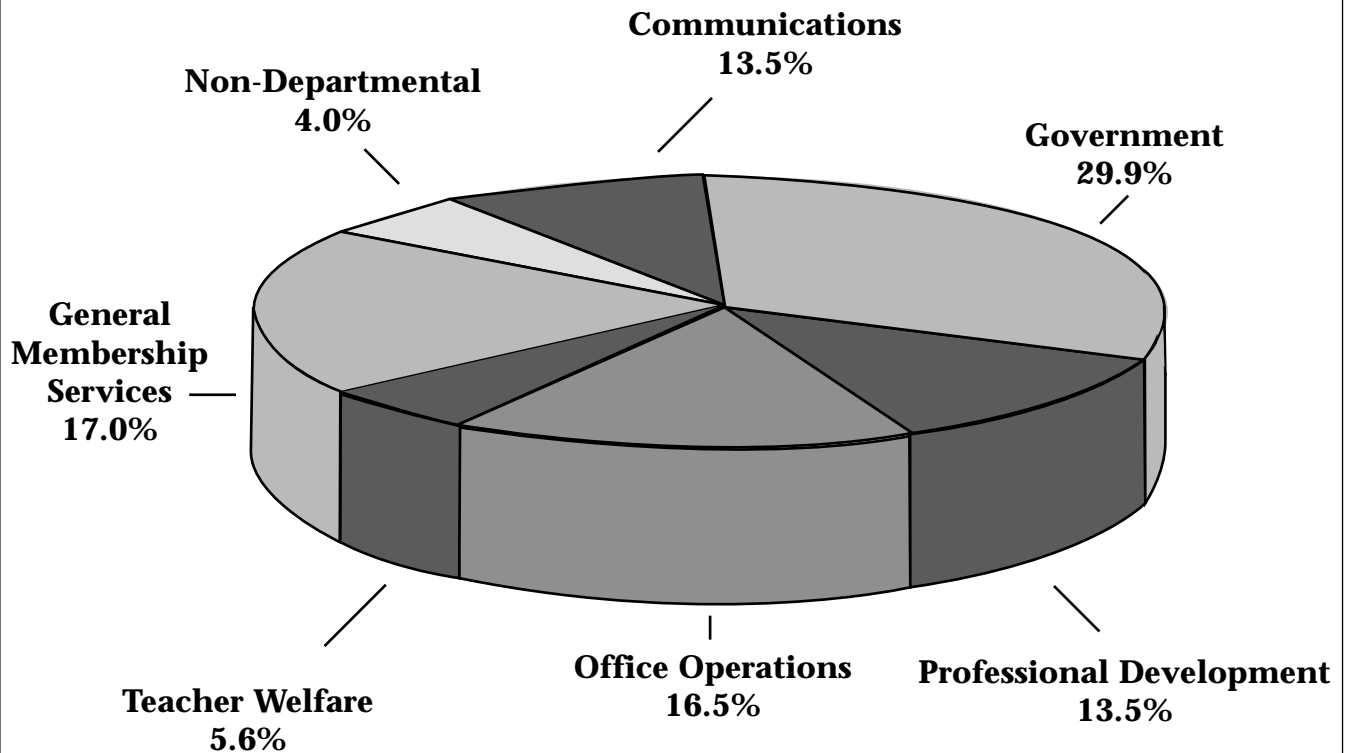
Office Operations - \$322,602 - 16.5%
 Employee benefits, Bank charges, Legal and Professional fees, Legal Assistance to Teachers, Miscellaneous and Office Expenses, Telephone and Fax, Administrative Staff Ed. Leave Fund, and a portion of staff salaries, expenses and accident insurance premium.

Teacher Welfare - \$108,579- 5.6%
 Contingency, Research, NBSRT, Professional Conduct & Standards Workshop and a portion of staff salaries, expenses and accident insurance premium.

General Membership Services - \$332,694 -17.0%
 Grants to Branches, Conference Grants to Teachers, Public Relations, Workshops, and a portion of staff salaries and expenses, and Branch Presidents' and Welcome to New Teachers' Workshops.

Non-departmental - \$78,375 - 4.0%
 Donations and Grants, Guest entertainment, Staff Retirement Fund, Retiring Teachers' Luncheon, Purchase of Equipment Fund, and Research.

Communications - \$264,966 - 13.5%
 Newsletters, Photo and Graphic Supplies, Postage, Printroom and Office Supplies, and a portion of staff salaries, expenses and accident insurance premium.



**NBTA PROPOSED BUDGET 2003-2004
AS RECOMMENDED TO THE NBTA ANNUAL GENERAL MEETING
MAY 29 - 31, 2003**

Account No.	Account Title	Actual Expend. 2001-2002	Budget 2002-2003	Projected 2002-2003	Proposed Budget 2003-2004	EXPLANATION
GOVERNMENT						
6000	Admin. Salaries	\$ 481,013.00	\$ 484,066.00	\$ 494,473.00	\$ 480,017.00	Proposed cost is based on formula adopted by Board of Directors January 2001, and includes increments, as well as scheduled increases as per Teachers' Collective Agreement. For Administrative Staff Members.
6001	Secretarial, Clerical & General Salaries	\$ 255,876.00	\$ 273,247.00	\$ 270,266.00	\$ 276,902.00	Support Staff Overtime & Casual Help
6002	Administrative Travel, Meals and Accommodations	\$ 88,898.00	\$ 80,204.00	\$ 60,314.00	\$ 81,198.00	Accommodations & Meals Auto Expenses - In Person 10000 kms @ .20 Regional & National Meetings Personals National Secretaries Meeting CBPA Atlantic PD Officers (2) CAITCO (2) NBTA Atlantic Filmm (2) Other National (2) Other Regional (2)
6003	Accident Insurance Premium	\$ 2,327.00	\$ 2,226.00	\$ 2,415.00	\$ 2,345.00	Coverage: Directors, President & Administrative Staff, 24 hour coverage. Committee members, AGM Candidates, Atlantic 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 # 272, October, 1999
6004	President's Salary	\$ 107,494.00	\$ 103,766.00	\$ 108,766.00	\$ 110,000.00	1.71% of Contribution, 34.5 month Contract - subject to salary increases as per Teachers' Collective Agreement Authority: Board of Directors, Jan/94
6005	President's Travel, Meals and Accommodations	\$ 14,021.00	\$ 14,457.00	\$ 14,867.00	\$ 10,000.00	Meals & Accommodations Auto Expenses: 17,420 kms @ 5.35 Rental Allowance Other Expenses Moving V.P. Expenses Authority: Policy 6281, January 1994
6006	Publicity Committee	\$ 22,041.00	\$ 22,474.00	\$ 22,474.00	\$ 23,182.00	10 Meetings Rooms (5 x 4 x \$55.75) - (7 x 7 x \$60.70) Travel (500 x 200 kms @ \$33 x 2) Meals (\$40 x 7 x 2) (501 x 4 x 5) Mission Breaks Storm-Play August Meeting (2.5 days)
6007	Board of Directors	\$ 48,486.00	\$ 41,089.00	\$ 41,523.00	\$ 48,901.00	Travel 21,024 @ 5.35 Meals (875 x 2 x 20) Accommodations (20 x 5 x \$55.75) Nutrition Books Discretion Supply Costs Storm-Play

Account No.	Account Title	Actual Expend. 2001-2002	Budget 2003-2003	Projected 2002-2003	Proposed Budget 2003-2004	EXPLANATION
6004	Annual General Meeting	\$ 32,812.00	\$ 34,674.00	\$ 34,874.00	\$ 36,240.00	54 Delegates; 30 Directors; 6 Staff; 1 Committee; 1 Exchange; 3 Past Presidents (Thurs. p.m., Friday & Saturday) Travel (23,116 kms. @ \$ 0.33) \$ 7,628.00 Meals (99 x \$30) \$ 2,970.00 Accommodations (91 x 2 x \$66.70) \$ 12,140.00 Reverses \$ 294.00 Nutrition Breaks \$ 480.00 Framing \$ - Hosting \$ 249.00 Misc. (Wrapping paper/Cards) \$ 100.00 AGM Dinner (180 x \$30 Inc. Tax & Gratuity) \$ 5,080.00 Reception \$ 996.00 Luncheon + Transportation \$ 1,377.00 Supply Teachers \$ 702.00 Room & Equipment Rental \$ - Entertainment (Dance) \$ 335.00 PR - Souvenirs \$ 1,500.00 Breakfasts \$ 1,500.00 A decrease in the above costs may be realized if delegates and directors travel together, share rooms, and do not require supply teachers.
6018 to 6037	Committees	\$ 31,065.00	\$ 29,189.00	\$ 29,189.00	\$ 30,656.00	The following costs are based on 2002-03 geographic distribution of Committee members. Does not include cost of supply teachers if required. Appointment of Committee takes place July-September, 2003. Geographic location of members and tasks assigned will have bearing on costs. P-Provincial / R - Regional Centennial (P) \$ 630.00 Curriculum (P) \$ 2,825.00 Finance (P) \$ 2,738.00 Teach/Learn Conditions (P) \$ 1,545.00 Nominating (P) \$ 775.00 Person (P) \$ 1,256.00 Prof. Cond. & Standards (P) \$ 2,433.00 Professional Development (P) \$ 3,072.00 Equity in Education (P) \$ 2,619.00 Public Relations (P) \$ 996.00 Resolutions (P) \$ 200.00 Teacher Ed & Cert. (P) \$ 1,062.00 CTF Advisory (P) \$ 1,427.00 CTF Hosting (P) \$ - In-School Administration (P) \$ 3,324.00 Discipline (P) \$ 1,419.00 Ad Hoc 100th Anniversary (P) \$ - Ad Hoc & Eternal \$ 3,320.00
6036	Centennial Award	\$ 1,600.00	\$ 1,850.00	\$ 2,300.00	\$ 1,800.00	Award \$ 1,500.00 Pin, Tray & Engraving \$ 400.00 Authority: Policy #723 January, 1996.
6039	Family Care Expenses	\$ 400.00	\$ 400.00	\$ 400.00	\$ 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 #35 January, 1967.
6041	CTF Fees	\$ 94,860.00	\$ 104,545.00	\$ 104,890.00	\$ 102,367.00	5190 @ \$20.30
6043	CTF Hosting Fund 2003	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00	New Brunswick will be hosting the CTF AGM in 2003. Authority: Board of Directors - Jan. 99 Balance in Fund: Jan. 31, 2003 - \$67,644.12 Also includes additional funding for Centennial Activities
6050 to 6076	Conferences	\$ 22,345.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	This item represents the cost of sending NBTA representatives to Conferences approved by the Board of Directors or Executive Committee. Policy #40 reaffirmed by: Board of Directors: October 2000.

Account No.	Account Title	Actual Expend. 2001-2002	Budget 2002-2003	Projected 2002-2003	Proposed Budget 2003-2004	EXPLANATION
6476	Election Expenses	\$ 4,120.00	\$ 4,000.00	\$ 7,110.00	\$ 5,250.00	They are provided funds not exceeding \$1000 for each candidate running in the Presidential & Vice-Presidential election, and a Candidate Orientation Meeting. \$ x \$1000 \$ 3,000.00 Orientation \$ 500.00 Supply Teachers \$ 1,750.00 Authority: Policy # 154- January 1998.
NON-DEPARTMENTAL						
#100	Donations and Grants	\$ 1,325.00	\$ 2,000.00	\$ 1,200.00	\$ 2,000.00	This item includes donations and grants made to provincial organizations, in which N.R. Teachers may be directly involved. Subject to guidelines established by the Finance Committee. The maximum grant is \$500. Also includes an annual grant of \$1000 to the Children's Wish Foundation of N.C.
#101	Research	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Provides NETA and NETA Councils resources to conduct research into topics of current concern as directed by the Board of Directors and Executive.
#102	Entertainment of Guests	\$ 370.00	\$ 500.00	\$ 500.00	\$ 500.00	This item allows the President, RMT, Finance Committee and Directors to host visitors from CTF, other Teacher organizations, National, Provincial and International organizations when they visit the NETA Offices.
#103	Staff Retirement Allowance Fund	\$ 28,000.00	\$ 28,000.00	\$ 26,000.00	\$ 26,000.00	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. As of January 20, 2003, Fund stands at \$49,702.87 Authority: Policy #20 - January 1995.
#104	Project Overseas 1	\$ 9,910.00	\$ 9,910.00	\$ 9,910.00	\$ -	This item supports our need in sponsoring one teacher for the CTF Project during July & August. The NETA 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. There were no applications for 2003.
#105	Retiring Teachers Luncheon	\$ 25,000.00	\$ 22,871.00	\$ 31,871.00	\$ 20,000.00	This account includes the cost of the Luncheon for Retiring Teachers, AGM delegates, Directors, MLAs, invited guests and Administration Staff. Flowers \$ 2,000.00 Rent \$ 3,000.00 Photo \$ 3,000.00 Luncheon (400 x 600.00) \$ 20,400.00 Catering \$ 300.00 Coffin \$ 375.00 Travel \$ - Decorating \$ 1,400.00 The above items may increase or decrease in relation to the number of teachers who will retire in June, 2004.
#106	Purchase and/or Replacement of Equipment Fund	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	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 \$5,925.00 - January 2003. Authority: Policy #77- October 1998.

Account No.	Account Title	Actual Expend. 2001-2002	Budget 2002-2003	Projected 2002-2003	Proposed Budget 2003-2004	EXPLANATION
6107	NBCEA	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ -	As of June 2003, NBCEA will be disbanded.
COMMUNICATIONS						
6206	Newsletter, Photo & Graphic Supplies	\$ 1,105.00	\$ 2,190.00	\$ 1,200.00	\$ 1,855.00	Guest Writer's Fees \$ 200.00 Film Supplies & Development \$ 600.00 Art / Camera Supplies \$ 400.00 Clip Art \$ 485.00
6201	Postage	\$ 48,870.00	\$ 48,123.00	\$ 48,123.00	\$ 52,364.00	NEWS 10 issues x \$2759 \$ 27,080.00 Special Flasher 3 x \$800 \$ 2,400.00 Other \$ 22,874.00 Other costs include correspondence, minutes, surveys, notices, agendas, etc.
6202	Supplies	\$ 50,518.00	\$ 57,168.00	\$ 57,188.00	\$ 60,080.00	Includes cost of stationery, paper for all publications, photocopying, printroom supplies, office supplies, and computer software. Paper & Printroom Supplies \$ 35,000.00 Photocopying \$ 9,080.00 Computer Supplies \$ 9,350.00 Office Supplies \$ 7,640.00
PROFESSIONAL DEVELOPMENT						
6306 to 6307	Professional Development	\$ 52,238.00	\$ 71,792.00	\$ 68,792.00	\$ 75,535.00	SUMMER INSTITUTES (Supplement to DOE Funding) Nutrition Breaks \$200 Resource/Personnel 500 Materials 200 \$ 1,000.00 PROVINCIAL PD BOARD (4 @ 3 meetings) Accommodations/Meals 1,130 Lunches/Nutrition (10 people) x 3 meetings 500 \$ 1,630.00 CONTACT 2003 (NEW BRUNSWICK) 30 participants @ \$200 6,000 Shared SEED money 1,000 Host Committee Expenses 1,000 \$ 8,000.00 SPECIAL PROJECTS P.D. Workshops 5,000 Resource Materials 1,500 Ad Hoc Initiatives 3,000 NSDC Conference 3,000 Special Programs 1,000 \$ 13,500.00 DOE LEADERSHIP INSTITUTE \$ 1,500.00 BRANCH PD CHAIRPERSONS' WORKSHOP Meals & Accommodations 4,445 Travel 5,010 Nutrition Breaks 250 Resources 200 \$ 9,905.00 BTIP \$ 30,000.00 EXCHANGE TEACHERS Waived Exchange Hospitality 200 Supply Teachers 350 Council Registrations & Fees 100 Welcome & Orientation 250 Public Relations Items 300 \$ 1,000.00 SCHOOL BASED LEARNING TEAMS 4 School-based Grants @ \$1,000 (DOE Funding pending) \$ 4,000.00 SCHOOL ADMINISTRATION WORKSHOP \$ 2,500.00 MISCELLANEOUS P.D. \$ 500.00
6310	Internship Seminars	\$ 3,000.00	\$ -	\$ -	\$ -	Authority: Board of Directors, April, 1998.

Account No.	Account Title	Actual Expend. 2001-2002	Budget 2002-2003	Projected 2002-2003	Proposed Monthly 2002-2004	EXPLANATION
0330 to 0340	NBTA Councils	\$ 25,825.00	\$ 26,558.00	\$ 27,028.00	\$ 27,100.00	GRANTS: \$4.00 Per Teacher (\$100) \$ 25,200.00 SPECIAL PROJECTS x @ \$200 \$ 1,800.00 LEADERSHIP WORKSHOP - 1 1/2 DAYS Meals \$2,312 Accommodations 4,290 Travel (10,000 km. @ \$2.22) 2,241 Nutrition Books 200 Materials & Misc. 1,038 \$ 11,281.00 COUNCIL CO-ORDINATING (\$ x \$ x \$200) \$ 2,600.00
MEMBER SERVICES						
440	Grants to Members	\$ 44,424.00	\$ 44,742.00	\$ 44,480.00	\$ 45,540.00	Refund to Members of \$2.00 per member - minimum grant \$1000 - half of which is paid October 31 and the balance February 28. Based on Member Roll. Authority: By-Law # 4(1)
441	Leadership Workshop	\$ 14,492.00	\$ 14,492.00	\$ 14,488.00	\$ 14,000.00	Fund to cover costs over two accounting periods. Next workshop scheduled for August, 2002. 4 delegates per Council - 2 COUNCILS (1 each: Miramichi, Fundation, Saint John) Travel 20,000 km. @ \$ 0.35 \$ 7,000.00 Meals (112 x \$40) \$ 4,480.00 Workshop Dinner (128 @ \$18.75) \$ 2,400.00 Accommodations (96 @ \$ x \$26.72) \$ 2,592.00 Fuel/Travel & Transportation (bus/m) \$ 1,416.00 Reception \$ 752.00 Nutrition Books \$ 480.00 Miscellaneous (hotel, meals, Gas, etc.) \$ 350.00 Misc. Items \$ 1,200.00 Breakfast \$ 1,200.00 Estimated Total \$ 20,140.00 Less: Est. Balance Jan 2002 \$ 14,000.00
442	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. (Providing the Province grants of \$100,000)
6400 to 6406	Public Relations	\$ 63,960.00	\$ 64,500.00	\$ 64,480.00	\$ 64,550.00	MPRA (TV, Radio, Press, Production Costs, Distribution, Polys, Services, and Web Site development & maintenance) \$ 63,960.00 INTERNAL Promotional Items \$1,400 Branch PR (Workshops, Mtg, etc.) 2,000 \$ 3,400.00 MISCELLANEOUS Trophies \$ 600 Hi-Calendar, etc. 400 Provincial Tournaments 1,000 Branch Special Projects (A-R \$200) 800 \$ 2,800.00
6407	Money Management Services	\$ -	\$ -	\$ -	\$ 600.00	Four Regional Money Management Services \$ 600.00 Books 100 @ \$5 \$ 500.00 Lunch Fees 100 @ \$5 \$ 500.00

Account No.	Account Title	Actual Expend. 2001-2002	Budget 2002-2003	Projected 2002-2003	Proposed Budget 2003-2004	EXPLANATION
6406	Pre-Retirement	\$ 584.00	\$ 1,890.00	\$ 668.00	\$ 750.00	Seven Regionals Rooms/Custodial \$ 750.00 Breaks (950 @ \$5.00) \$ 3,250.00 Less: Registration Fees (950 @ \$5.00) \$ 3,250.00 \$ 750.00
6406	Retiring Teachers' Gifts	\$ 7,221.00	\$ 11,186.00	\$ 10,062.00	\$ 10,075.00	325 @ \$31
6410	Welcome to New Teachers Workshop	\$ 8,266.00	\$ 8,182.00	\$ 7,000.00	\$ 8,490.00	Provincial Workshop to be held in Fredericton in the early Fall of 2002. Travel \$ 5,100.00 Lunch \$ 1,632.00 Accommodations (over 400 kms.) (16 @ \$95.70 x 1) \$ 1,300.00 Breaks \$ 100.00 PR Items \$ 460.00
6412	Branch Presidents' Workshop	\$ 5,862.00	\$ 7,947.00	\$ 7,256.00	\$ 7,870.00	28 Branch Presidents, Executive, Staff Travel (11,321 kms @ 33) \$ 3,736.00 Accommodations (32 @ \$95.70 x 1) \$ 2,126.00 Meals (\$21 x 32) \$ 672.00 Nutrition \$ 80.00 Reception \$ 460.00 Supplies \$ 210.00 Lunches \$ 386.00
6413	Johnson Award	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00	Provides funding for Teacher Research on NBTA priorities.
TEACHER WELFARE						
6500	Teacher Welfare Contingency	\$ 818.00	\$ 2,000.00	\$ 1,000.00	\$ 2,000.00	This item covers program and educational issues not budgeted for.
6502	Professional Conduct & Standards Workshop	\$ -	\$ -	\$ -	\$ 8,000.00	Provincial Workshop scheduled for Fall of 2003
6503	H.B.S.R.T.	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	An annual grant of \$1,000 is made to the N.B. Society of Retired Teachers to help defray the costs of travel and accommodation for meetings.
6504	H.B.S.R.T. Reflections	\$ 6,000.00	\$ 5,000.00	\$ 5,000.00	\$ 6,000.00	Assistance in publishing "Reflections" 3 issues per year. Subject to cap. Authority: Policy # 561 - April 1996.
OFFICE OPERATIONS						
6600	Employment Insurance	\$ 16,513.00	\$ 15,465.00	\$ 15,466.00	\$ 15,247.00	Represents 1.4 times the employees' contributions. Maximum contributions per employee for year 2003 is \$810.00. Maximum insurable earnings for 2003 is \$39,000.00.
6601	Canada Pension Plan	\$ 21,925.00	\$ 24,517.00	\$ 24,817.00	\$ 24,574.00	Represents the matching employer's contribution. Maximum contribution per employee: 2004 - \$1841.40 Est. 2003 - \$1801.80 2002 - \$1673.20 2001 - \$1499.90 2000 - \$1329.00 1999 - \$1068.80
6602	NBTA Pension	\$ 19,981.00	\$ 22,513.00	\$ 22,513.00	\$ 21,708.00	Money-purchase pension plan introduced January 1, 1994. Employer contribution 8% of present.

Account No.	Account Title	Actual Expnd. 2001-2002	Budget 2002-2003	Projected 2002-2003	Proposed Budget 2003-2004	EXPLANATION
600	Group Insurance	\$ 25,068.00	\$ 27,881.00	\$ 28,800.00	\$ 26,712.00	Under the present agreement, full cost of medical insurance premiums for all employees, 100% of life insurance and 50% of dental is paid by NETA.
6004	Administrative Staff Pension	\$ 42,820.00	\$ 44,284.00	\$ 44,284.00	\$ 45,514.00	NETA matches contributions by Staff and President to Teachers' Pension Plan.
6006	Bank Charges	\$ 472.00	\$ 175.00	\$ 650.00	\$ 200.00	Two copies of cheque (at cost) \$175.
6009	Legal Assistance to Teachers	\$ 62,745.00	\$ 67,960.00	\$ 4,970.00	\$ 48,840.00	Provides for legal assistance to teachers, subject to approval of Executive Committee. Authority: Board of Directors January 1997. Budget based on 3-year average. 2001: \$4,970 (est) 2002: \$62,745 (est) Jan. 2004
6011	Professional and Technical Fees	\$ 8,898.00	\$ 12,400.00	\$ 4,100.00	\$ 10,800.00	Audit (NETA) \$ 7,800.00 Legal \$ 2,000.00 Computer Consultant \$ 1,200.00
6012	Miscellaneous Expense	\$ 898.00	\$ 800.00	\$ 800.00	\$ 800.00	Flowers for deceased teachers, business, sympathy cards, miscellaneous gifts, etc. May also include cost of honours or gifts for special speakers.
6013	Office Expenses	\$ 4,198.00	\$ 6,418.00	\$ 6,400.00	\$ 6,400.00	Postage, Motor Rental \$ 600.00 P.O. Box Rental \$ 85.00 Secretary Recognition \$ 600.00 Divisional Cards \$ - Ballot Envelopes \$ 1,140.00 Stationery \$ 250.00 Training Courses \$ 1,710.00 Business of Repairs \$ 1,500.00
6014	Telephone & Fax	\$ 36,677.00	\$ 22,874.00	\$ 21,000.00	\$ 22,750.00	Includes salaries of the cost of the switchboard, telephone, collect calls from Directors, Grand/People's etc. and Committee Chairs, plus calls from Central Office. Basic & C-Mail \$ 11,100.00 Long Distance & Fax \$ 4,810.00 Outside \$ 7,850.00
6015	Fidelity Bond	\$ 540.00	\$ 540.00	\$ -	\$ -	NETA Policy now covers all staff of NETA as well.
6016	Workers' Compensation	\$ 3,148.00	\$ 3,990.00	\$ 4,100.00	\$ 4,100.00	Effective January 1, 1991, the Workers' Compensation Act was amended to include all employees in the Province. The maximum wage on which we will pay a premium is \$40,400. The current rate is 200% of .70 per hundred of the assessable wage.
6017	Administrative Staff Educational Fund	\$ 8,093.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	In order to spread the cost of Educational Leave for Administrative Staff over a period of years, the NETA Board of Directors authorized the setting up of a Fund at its November 1991 meeting. Fund stands at \$8,093.00 as of January 2002.
6018	Administrative Staff Replacement Fund	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 4,000.00	Fund established by Board of Directors to allow over-lap in hiring staff to ensure that Administrative Staff are able to use the vacation allotted to them in their Agreement. Authority: Board, January, 1992. \$5,000 as of January 2002.
6019	Contract Contingency	\$ 40,800.00	\$ -	\$ -	\$ -	To help defray the costs of salary & benefit increases resulting from negotiations.
TOTALS		\$ 1,896,578.00	\$ 1,932,810.00	\$ 1,873,288.00	\$ 1,827,926.00	

2003-04 Budget over 2002-2003 Budget: \$68,652

Budgeted Surplus 2002-03: \$91,789

Projected Surplus 2002-2003: \$93,884

PROJECTED REVENUE – 2002-2003

	ACTUAL REVENUE 2001-2002	BUDGETED REVENUE 2002-2003	PROJECTED REVENUE 2002-2003
Membership Dues (net)	1,789,636	1,988,930	1,995,234
Associate Dues	4,900	4,500	4,050
Investment Income	8,099	11,970	10,000
Bank Interest	3,134	2,830	3,450
Credit Union	1,000	1,000	1,000
Special Status Assoc.	5,170	4,300	4,900
Hon. Sub. Fees	4,130	4,100	3,800
Advertisements	8,825	5,600	5,000
Johnson's	650	650	650
NBTF Loan Interest	2,095	2,312	758
Other Incomes	0	0	0
TOTALS	<u>\$1,827,639</u>	<u>\$2,026,192</u>	<u>\$2,028,842</u>

\$2,028,842	Revenue	\$ 2,650
- 1,873,358	Expenditures	59,252
\$ 155,484		\$ 61,902
- 61,800	Council Dues	31,782
\$ 93,684	Projected Surplus	<u>\$ 93,684</u>
	Surplus Revenue	
	Budget Under Expenditure	
	Budget Surplus	
	Projected Surplus	

**2003-2004
PROPOSED NBTA DUES STRUCTURE**

\$374.20	Based on:
12.00	NBTA
30.00	Council Fees
<u>132.80</u>	NBTF Gen. Operating Fund
<u>\$ 549.00</u>	Negotiations Fund

REVENUE:

Active Dues		
5190 @ \$537.00		\$2,797,030
Associate Dues		
90 @ \$45.00		4,050
Special Status Dues		
43 @ \$100		4,300
Retired Teacher Subscription Fee		
380 @ \$10.00		3,800
Interest/ Grants, etc.		
TDC's	\$10,000	
Banking	3,450	
Credit Union	1,000	
Johnson's Research	1,000	
NBTA News Ads	4,000	
Loan Interest	<u>0</u>	\$ 19,450
 Council Dues		
5190 @ \$12.00		<u>\$ 62,280</u>
 TOTAL REVENUE		 \$2,880,910.00

EXPENDITURES:

NBTF General Operating Fund	\$ 155,700	
Negotiations Fund	889,232	
Council Fees	62,280	
NBTA Budget	<u>1,967,966</u>	\$2,865,168.00

SURPLUS **\$ 15,742.00**

A Time for Learning, A Time for Doing

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



"Teachers are learners by nature," writes Joan Maute in her article, *The Spirit of Teacher Learning* (Middle Ground, February 2003).

She reiterates what I have said many times in this column, that we continue to grow and learn throughout our careers.

She gives some great advice to teachers to maximize their time for learning:

- **Narrow your focus:** There is so much to learn and so little time. She suggests defining one or two goals as your focus. Perhaps your entire team can agree on that focus and collaborate to increase everyone's learning. (This is the idea behind the School-Based Learning Teams Grants that are active in seven schools in New Brunswick)
- **Think big, learn small:** While looking down the road to your main goal, you need to create small chunks of time to learn. Set aside 10 minutes at a team meeting for sharing something new. Use your Drop Everything and Read (or whatever it's called in your school) time slot to read a short professional article.
- **Plan ahead:** I love when she says professional development should be a journey, not an event. A strong school-based PD committee can plan for a series of opportunities to build a set of skills among staff...it won't happen overnight, but over a period of time, such efforts can help put everyone on the same page. That kind of planning

results in real improvements in schools and student achievement.

- **Talk about learning:** A culture of learning should permeate a school. I encourage teachers to talk to your students about what YOU are learning. One student responded to a teacher's comment related to what she had been learning in a course with, "You mean teachers still learn stuff?"

But if teachers are learners by nature, they are equal parts 'doers'. Who among us does not have an ever-expanding 'to do' list? The real challenge is making learning an integral part of that list. Otherwise, the things we need to do will always take precedence over the things we would like to learn.

This distinction is one of the things I encourage people to consider when they think about the provincial Council Day (or any similar school-based PD Day). "I have so much to do!" is the common cry. Or, "What I really need to do is stay here at school and ____ ." (fill in the blank with any of the hundreds of (important) things on your list...mark, organize, copy, plan, clean). You get the idea.

When we are fortunate enough to have a day (or half-day) set aside for the purpose of *learning*, it seems a shame to not take that opportunity. When teachers cannot attend Council Day, I suggest they complete their Alternate Proposal with a focus on what they will 'learn' in their individual plan, as opposed to what they will 'do'. Thinking this way may help us all focus on the learning opportunity. And we know that somehow, the other stuff does 'get done'.

And as for learning, I believe that most of the teachers in the province are going to take advantage of the incredible Council Day programs in Sackville, Miramichi and Saint John. Certainly the Council Executive

Committees are both learners and doers...and we will all benefit from their efforts. See you there!

NB Teachers Excel

It is obvious that teachers do not stop either learning or doing when they retire. I am inspired by the many retired educators who choose to teach overseas (China has been very popular) or act as educational consultants in some capacity after retirement.

Such enthusiasm and expertise is exemplified by retired teachers, Shirley Dale-Easley and Kay Mitchell, who have just had their first book released by Pembroke Publishers. *Portfolios Matter* deals with not only everything a teacher needs to establish a portfolio system as part of a balanced system of assessment, it also chronicles these two teachers' personal journeys with their school staff as they moved to implement a school-wide approach to instruction and assessment.



The book will be launched at special event being held at the NBTF Building in Fredericton on Sunday afternoon, May 4.

Student-Led Class Meetings

I know I made mention of this concept in last month's article, but I came across yet another tribute and how-to feature in the March *Educational Leadership*. Two practising teachers share their approach and success story in a way that will encourage others to try this with students. I'll send you the article...maybe this is something new you can plan to try with your class starting next September. (yes, I know you just want to make it to June...)

Connecting with the Community

Want to steal a great idea to promote literacy, community involvement, self-esteem and all kinds of other positive benefits? Read *Partners in Reading, Partners in Life (Educational Leadership* March 2003) to find out how a reading program involving students and seniors enhances the lives of both groups. This sounds like a wonderful approach, and something that would be quite doable in many communities in our province.

Boys and Girls as Readers and Writers

In an article by the same name (Orbit Magazine, Volume 33, No 2, 2002) we get an insight into the differences that boys and girls exhibit when they approach these two tasks. The author suggests ways to "create a classroom culture that is

stronger than the peer group cultures that sometimes prevent boys from fully engaging in literacy activities." It makes sense that the more we know about the obstacles to success, the more we can make adjustments to make it easier for both genders to achieve.

Beyond Literacy! (Math, Science, Social Studies...) The National Middle School Association journal, Middle Ground, (February 2003) includes an interesting and useful discussion

about using word problems to integrate Math and Social Studies. Written by a seventh grade teacher, the article gives lots of real examples and ideas. Moving toward this type of integrated approach to curriculum



and literacy is surely a goal for all teachers.

Science teachers will enjoy *Building Bridges: Creativity to Invention (NJEA Review, March 2003)* which outlines many reasons and ideas for involving students in inventing. It even includes a sample Judging Criteria for an Invention Convention!


PD Contributes to Your Wellness!

As you receive this issue of *NBTA News*, you will be faced with less than two months remaining in the current school year! Where does it go? I know how hard you have all been working. Once again, I encourage you to take advantage of, as one teacher called it, "a day for learning" on May 2 (and if you happen to have a little fun along the way, that is just one of the bonuses of PD!)

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Application of Article 45: Transfers in the Areas of School Closures and School Reorganization

Every year there can be transfers from one school to another as a result of a reorganization or a reduction in the number of students. The following will explain the transfer provisions of Article 45 in the Collective Agreement.

Transfers by Mutual Agreement

Generally, when the Employer is faced with the necessity of transferring a number of teachers from one school, it may issue a general call for transfers by mutual consent. The Employer usually tries to accommodate most transfers in this fashion. When the number of requests for mutual transfers is equivalent to the number of transfers required, the issue is resolved regardless of how seniority may usually apply.

In some cases, transfers by mutual consent may result in the "bumping" of teachers from a school where no transfers may have been previously required. This is not necessarily "bumping" in the sense that unions in other sectors refer to it. For example, if a school closes, the Employer may decide to transfer all the teachers from that school to the school where the students are being transferred. This may result in a surplus of teachers in the latter school thereby causing transfers which may be done by mutual consent or by the application of Article 45 on the basis of seniority.

In the case of transfers by mutual consent, the Employer may set requirements and standards which would not otherwise apply since the Employer has the discretion to accept or not accept the mutual transfer. If there is a choice to be made in the granting of transfers by mutual consent, the Federation considers that seniority should be an important factor. However, the Employer may choose other factors such as the distance from the place of residence to the place of work, qualifications and/or experience, etc.

If, on the other hand, the number of requests for transfers by mutual consent is less than the number of transfers required, then the following provision applies:

45.03 "...In any such case, the Director of Education shall transfer the teacher who has the least seniority in the School District before any other teacher in his/her school, providing the teachers to remain on staff are capable of satisfactorily fulfilling the requirements of the positions to be maintained in the school and providing the teacher to be transferred is able to satisfactorily fulfill the requirements of the position to which he/she is being transferred."

Analysis of the Terminology Involved

"Seniority" - As per Article 53, seniority is all service under contract with any district, be it a B, C, D or E contract. Please make sure to read Article 53 to find out how to have all seniority recognized, more so if a teacher has changed district. The agreement also calls for the Employer to post the seniority list in all the schools in the district so that you may be able to determine your relative position on the district list. Finally, seniority applies to the seniority in the district and not in the school.

"Providing the teachers who remain on staff" - The Federation has always taken the position that other teachers on staff who may not be involved in the transfer discussions may have to be reassigned to accommodate the seniority rights of others. In other words, the question may not necessarily be: "Can you satisfactorily fulfill the position of someone in the school with less seniority?" but rather, "Can anyone in the school satisfactorily fulfill the position of the least senior teacher to accommodate the seniority of

others?"

"Satisfactorily" - That is the term in Articles 45 and (also 48 - Layoffs and Recall) that has no doubt been the most often challenged before adjudicators. These challenges have resulted in the general acceptance by both parties of the following principles:

1. Adjudicators will not intervene in the Employer's decisions affecting teacher qualifications unless there is bad faith, discrimination or unless the decision is arbitrary or unreasonable.
2. What was "satisfactory" in certain situations may not be satisfactory in others.
3. "Satisfactorily" equals minimum qualifications and/or appropriate experience in the given subject.
4. The onus is as much if not more on the Employer to show that the employee could not satisfactorily fulfill the requirements of the position; the employee with the greatest seniority has a right to the position even if a less senior employee is clearly more qualified.
5. The Employer is not required to reassign the whole staff to accommodate seniority.
6. The establishment of qualifications for a given position or the school organization must not be used to defeat seniority rights.
7. The Employer must make a fair assessment of the qualifications of any employee involved in a transfer or lay-off situation.

When the Employer has done a proper assessment and has been consistent in the decisions taken in this area, arbitrators will hesitate to intervene unless the decision is arbitrary, discriminatory or in bad faith.

There is one general rule which can help determine whether you have been transferred in accordance

with the provisions of Article 45. When all the transfers are completed, if you look at your former school and find that there is someone there with less seniority than yourself in the district who is fulfilling a position which you could satisfactorily fulfill, then you may have a legitimate grievance.

Regardless of the qualifications and experience of the persons with more seniority who have been kept on, there is no grievance possible unless the seniority has not been respected. Although the decisions may be questioned on the basis of pedagogical or educational principles, if seniority has been respected they will not be challenged. They may however help determine if the Employer has been arbitrary if, in other circumstances, the same Employer sets higher requirements and does not honour the seniority provisions. The Employer could then be shown to be inconsistent.

An example of this has been the issue of specialists in physical education at the primary level. In some districts, it has been decided that the teaching of physical education at the primary level is assigned to homeroom teachers. In those districts, the Employer can no longer claim that special qualifications are required to teach physical education at that level when the seniority provisions apply.

It has been generally recognized that some teaching assignments require special qualifications. These specialist areas are usually Music, Physical Education, Arts, Methods and Resources and in some cases, Special Education. Nevertheless, each situation varies and it may well be that in some circumstances, a teacher may be able to show that his or her experience and/or qualifications are such that the minimum requirements can be deemed to have been met.

What To Do?

If you are in a teaching situation which you expect may be the subject of a transfer or a major reassignment within your own school, our advice would be to notify your school district (transfer) or your school

administration (reassignment within the same school) and to indicate your preferences in order of priority. In that sense, you will at least provide your district or your school administration an opportunity to accommodate those preferences.

Finally, it is to be noted that the above analysis applies to transfers from one school to another only. Reassignments within the same school are not subject to the application of Article 45 and are generally done at the discretion of the school administration. This having been said, the decisions at the school administration level can be reviewed by the superintendent's office subject to the procedures outlined in policy 43 of the Federation. This policy outlines procedures that should be followed by teachers who find themselves in a reassignment situation which they find very difficult or totally unreasonable. That same policy also encourages principals and school administrators in general not to communicate or make the decision to transfer a teacher from one school to another; this is a managerial decision that should be communicated and made at another level.

It is of course recognized that principals must provide the superintendents with information on the positions that are available or required in the school and of their perception as to those requirements. The decision, however, must lie with the persons who are

in managerial positions, not principals. The Federation is confident that principals are fully aware of this situation and are also respectful of the wording and interpretations of Article 45 of their collective agreement.

On a final note, for transfers and layoffs in cases of job sharing, seniority must be applied according to Article 53.08:

"For the purposes of Articles 45 and 48, the seniority of the teacher with the greatest seniority participating in job sharing shall prevail for the purpose of transfer and layoff provided both teachers are to continue job sharing as a team."

For other information on the application of Article 45, you may contact Robert Gagné, Kevin Sheehan or Marilyn Boudreau at 506-452-1736 or 506-452-1754.

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Changes in Education Programs at UNB



UNB is proud of the fact that most teachers in New Brunswick were educated at UNB at either the undergraduate or graduate level. We continue to try to find ways to serve the profession better.

We are Changing

The Faculty has hired a number of new faculty members in the past few years, specifically in science, art, special education, mathematics, instructional design, and literacy. These new colleagues, just like new teachers in your school, keep our programs fresh. We are fortunate to be of sufficient size to ensure that we have national caliber experts in many of our fields of study. We are also fortunate to be able to regularly second NB teachers as faculty associates to work with us for one or two years.

To Educate New Teachers

Many of you know that our BEd program changed about 8 years ago so that the BEd has become a second degree. About 2/3 of our students come to us after having completed another degree. About 1/3 work on their BEd along with a first degree.

Our two-year program, often completed in 16 months by students who choose that path, requires 60 credit hours. Secondary students work in at least one and usually two teachable areas, always based on a content background in their first degrees. While some of our elementary students have come to us with backgrounds in teachable areas, others have background primarily in psychology or sociology. As of this coming year, all pre-service elementary teachers will be required to include courses in a broad spectrum of teachable areas in their first degree.

Recently, a partnership with the Department of Education has allowed us to create a special intake of potential high school technology teachers. Those students have already begun and many should be completing their degree by the end of next summer.

Another new initiative has been the introduction of two one-week pre-internship experiences to ensure that students can put their course work in context. These in-school experiences also provide the faculty with a chance to see how each student manages in a school environment prior to the internship.

We are currently developing a pilot program that would allow students to complete an intense, more school-based, program in one calendar year. We will study the pilot to see if there may be potential in extending it.

To Provide Continuing Professional Development

We offer a number of courses that are available to those upgrading to Certificate V either through the Diploma of Advanced Undergraduate Study or in other ways. A number of these courses are targeted at experienced teachers, including:

ED 5054 — Changing Roles in the Education Workplace

ED 5031— Creating Supportive Learning Environments

ED 5272— Changing Teaching Practice

ED 5161— Curriculum Theory, as well as courses in special education, counseling, and subject areas.

A number of our our Centres, including the Math Centre, the Second Language Education Centre, and the New Brunswick Centre for Educational Administration, regularly sponsor professional opportunities for teachers. Other Centres, particularly the Early Childhood Centre, the Citizenship Education Group, and the Canadian Research Institute for Social policy,

focus on research and development work relevant to teachers and schools.

Meeting Teacher Needs at the Graduate Level

We have recently proposed revisions to our MEd program. We anticipate a new 30 ch program (instead of 36ch) built around clusters in areas of focus. Graduate students will be able to combine two areas, e.g. a cluster in literacy along with a cluster in special education. We now offer programs in adult education, curriculum and instruction, critical studies, counseling, educational administration, instructional design, and special education.

We know it is hard for many of you to attend classes in Fredericton. We have more and more courses with significant on-line components or which meet for longer, but on fewer occasions to make them more accessible. We are always balancing the need for meeting together and using our resources efficiently with offering courses off-site to meet local needs. The more we know of your needs, the easier it will be for us to meet them. We encourage you to call and let us know what courses are of interest in your communities.

We have already developed a plan to partner with some of our MEd graduates to offer more graduate courses outside of Fredericton.

Professional Development

The Faculty is interested in furthering its work in professional development. If you have ideas re areas of need, please let us know. You can email us at educ@unb.ca or call 453-4862.

New Brunswick Public School Teachers Opportunity for Faculty Associate, University of New Brunswick, Faculty of Education

The Faculty of Education at the University of New Brunswick is seeking an experienced teacher to serve as a faculty associate for the academic year 2003-04. The teacher would be seconded from his/her position, with a possible one-year extension.

Duties would include supervision of student teachers, course delivery to teacher education students, and involvement in the research and curriculum work of the Faculty.

Applicants should be recognized for their teaching excellence by their peers. Preference will be given to teachers who have had an experience with UNB student teachers and to teachers with a graduate degree.

Applications should include a resume of academic and professional experience and the names of three referees. The position will be based in Fredericton.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

Applications should be submitted by May 16, 2003 to: Dean of Education, University of New Brunswick, P.O. Box 4400, Fredericton, NB E3B 5A3.

New Brunswick Teachers/Authors Release New Book



Kay Mitchell and Shirley-Dale Easley will launch their new book, **Portfolios Matter: What, Where, When, Why and How to Use Them**, at 2:00 p.m. on

Sunday, May 4, at the NBTF Building in Fredericton. The book outlines the steps for implementing a portfolio program as an integral part of a balanced learning and assessment program. It details the importance of developing and using rubrics and criteria charts in the classroom and includes samples of student's work showing growth and progression over time. It also takes an in-depth look at methods of conferencing with parents, including student-led conferencing, and provides a guide for establishing and sustaining new initiatives as a whole school approach.

The project actually began ten years ago when these two teachers, working together at an elementary school in Fredericton, realized that

assessment practices were not keeping pace with the changes occurring in teaching and learning. They began researching portfolio assessment as a way to enhance report card marks in their own classrooms, keeping journals to document the process. From there, they guided their staff toward a whole-school approach and went on to plan and deliver workshops on portfolio assessment and student-led conferencing. To date they have delivered in-service sessions to more than 1500 teachers, administrators, parents, university students and international educators.

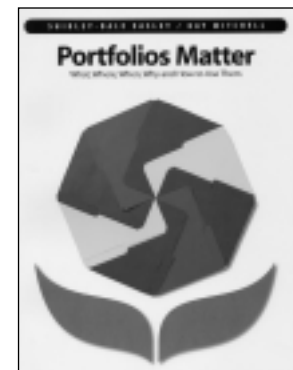
The authors are quick to give credit to the many people who have attended their workshops for asking insightful questions. It was the questions they asked that inspired them to take an in-depth look at the answers. In **Portfolios Matter**, they explore those questions, one by one, and offer research-based, classroom tested, practical answers based on their many years of studying the subject. The book also contains excerpts from their journals written over a period of seven years as they worked toward promoting the initiative in their school. They emphasize the need to not only understand and believe the

philosophy behind an approach but to persevere over time.

Portfolios Matter is published by Pembroke Publishers, with distribution by Scholastic and Stenhouse, USA. It is this month's featured resource for the Association of Supervision and Curriculum Development's SmartBrief. Interest has been shown in Mexico and Italy as well, with possible plans for translation and distribution there.

Please join Kay and Shirley-Dale on May 4th to celebrate the publication of their book. The event will include a brief presentation, book signing and refreshments. For more information, please contact Kay at mitchb@nbnet.nb.ca or Shirley-Dale at deasley@nbnet.nb.ca

Photo by Karen Ruet, Fredericton



NBTA Sponsored Courses: Call for Instructors

Are you interested in becoming an instructor for an NBTA Sponsored Course in your area? The NBTA is hoping to offer a number of additional courses in the fall of 2003.

If you meet the following criteria and are interested in receiving training and assuming the responsibility of delivering a designated course in one of the listed locations, please complete the application form below.

Application screening, short lists, and interviews will be the responsibility of NBTA Teacher Education and Certification Committee, NBTA Board of Directors, and NBTA staff. Successful candidates (6) will be notified by mid-June.

Instructors will be remunerated with an honorarium of \$120/teacher for each participant in an NBTA sponsored course. NBTA staff will assist with registration, transcripts and other documentation related to the course administration.

Instructor Qualifications

An instructor shall:

- be an experienced NBTA member currently under contract in New Brunswick.
- hold a minimum of Certificate V with preference to those with a Graduate Degree.
- demonstrate experience with the delivery of professional development and/or instruction to teachers.
- be able to demonstrate evidence of recent professional growth.
- be available for a summer training program, July 29 – August 2, 2003
- be willing to offer an NBTA Sponsored Course(s) (to a minimum of 24 teachers during the 2003-2004 school year).

Instructor Application

Teacher Name _____

School/Position _____

Certificate Level _____ Degree(s)/Dates _____

Years of Teaching Experience _____

Please answer the following (you may use a separate sheet if you wish):

- Outline any experience you have had in delivering professional development or instruction to teachers:

- Outline highlights of your own professional growth: _____

- Why are you interested in becoming an instructor for an NBTA Sponsored Course? _____

Submit your completed application along with a resumé and references to Nancy Roach,
Director of Professional Development, New Brunswick Teachers' Association,
P.O. Box 752, 650 Montgomery Street, Fredericton, NB E3B 5R6.

Deadline: Postmarked on or before Monday, May 23, 2003.

Note: The Association is currently seeking approval from the Department of Education for several new courses to be eligible for certification toward Cert. V.

At press time, additional (new) courses have not been approved; however, in order to meet timelines, the NBTA Board of Directors has authorized this Call for Instructors. If approval is **not** received, instructor candidates will be notified and training may not take place as planned.

Course titles are not available at press time. You will be asked to train in one specific course. Possibilities include: **Literacy for All** and **Keys to Motivation**.

Check one or more location(s) where you would be willing to offer a course:

- ___ Sussex
- ___ Saint John/Rothesay area
- ___ Moncton
- ___ Branches 30-31
(Florenceville /Bristol /Bath /Grand Falls, etc.)
- ___ Miramichi
- ___ District 18

Looking for Sister Schools for Remote Schools in Bhutan



For the past five years, teachers from the Zhemgang region of Bhutan have been making the long journey to New Brunswick to learn new teaching methods and ideas. They spent two months working with teachers in their classrooms, participating in workshops and gathering resource materials for their schools. The project, *the Zhemgang Master Teacher Work Attachment Program*, is funded and supported by CIDA and the UNB/Bhutan Project.

Bhutan is a kingdom in the Himalayas, situated between China and India. Isolated by mountains from the outside world for centuries, the first roads and public schools were just being built in the 1960's. Zhemgang is one of the most remote areas of the country, its villages scattered over steep and difficult

terrain. Many of the 22 schools in the district are 5-8 days walk from the nearest road.

On March 2, 2003, the final group of Zhemgang Master Teachers

departed from New Brunswick, bringing the total to 21 teachers who have taken part in the project. Once they have reached their country, they will facilitate a workshop for the teachers of their district and then walk over mountain paths, across bamboo bridges, and through sub-tropical jungles to their schools. There they will begin their year's work under extremely difficult conditions, with as many as 50-70 students in each classroom and few facilities or resources to help. In many cases, their students represent the first generation of literacy. In addition to teaching, the Master Teachers are responsible for professional development in their own schools and in two other schools within a three-day walk from theirs. For these reasons, it is considered vital that they have continued contact and support from Canadian schools and educators to allow the implementation of their new ideas and strategies.

A Sister School approach may be one of the best ways to help the Zhemgang teachers and their students. A Bhutan/ Canada (Zhemgang/New Brunswick) Sister School Program would entail the pairing of a Canadian

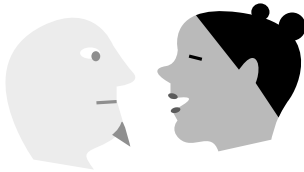


school with each Zhemgang school, matching the approximate size and population. The Sister School Program would serve as a forum to exchange ideas between teachers, help with the shortage of resources in Bhutan, supply pen pals for students and provide the opportunity for teachers and students to articulate and share facets of their own culture while learning about the unique and timeless culture of the Bhutanese.

Canadian Sister Schools will be provided with information kits about Bhutan, a slide show, some cultural artifacts, lists of resources that would be appropriate to gather and send to Bhutan schools and a description and picture of your Sister School and its students. In return, your Bhutanese Sister School would receive particulars about Canada, your school and your students. If your school would be interested in being paired with one of these schools, please contact:

Shirley-Dale Easley,
18 Kentville Road,
Durham Bridge, NB
E6C 1K6
deasley@nbnet.nb.ca
Ph: 506-453-0001.

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Developing Successful Schools (DSS)

July 1-4, 2003

Mount Allison University, Sackville, N.B.

Instructional Intelligence:

Connecting Classroom Instruction, Student Learning and Assessment

Institute Resource Person - Dr. Barrie Bennett

Barrie Bennett is an associate professor at the Ontario Institute for Studies in Education at the University of Toronto.

Registration/Fees

Educators who are members of the sponsoring organizations - 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: Tuesday, July 1st (11:00 a.m. - 1:00 p.m.) in the Foyer of Tweedie Hall.

NBTA members please note:

1. DSS is part of the Summer Institute program, but you must register directly with NBTA - Summer Institute reimbursement rates will apply.

2. If NBTA is to invoice for this Institute, please indicate the LPO number and to whom the invoice is to be sent.

Program Overview

This powerful, insightful workshop will have as its core the issues of instructional intelligence, educational change, systemic change, and the role of administrators in that process. The theme will be how to integrate what we know about best practices to make a difference in student learning. We will analyze three districts in Canada which are currently involved in such a process, under the direction of Barrie Bennett and his colleagues from OISE. Principals and vice-principals, who desire to be true instructional leaders, will take away from this four-day institute a new understanding of that role.

Each participant will receive a copy of the book *Beyond Monet: The Artful Science of Instructional Integration*.

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 @ () \$30.00 (single) \$ _____

() \$50.00 (double) \$ _____

Dates Accommodations Required _____

Sharing Room With _____

Meals: Meal Plan () Yes () No () \$100.00 \$ _____

TOTAL \$ _____

Method of payment: () cheque () LPO _____

Whom should we invoice?

If LPO Number - Please Indicate

Registration Deadline - June 6, 2003

Attach cheque for the total amount payable to DSS

Mail to: Director of Professional Development

New Brunswick Teachers' Association, P.O. Box 752, Fredericton, N.B. E3B 5R6

Tel. No. (506) 452-1750 Fax No. (506) 453-9795

Elementary Council News



APRIL NEWS



Here we are just a few days away from the Spring Council Day. For those of you who have not registered yet, please do so as it will speed up your waiting time on May 2nd. You can register on May 1st at Mount Allison Athletic Centre and still have time to take in the Social. This is the hundredth year of the NBTA and we are planning a party.

We ask you to carpool, come the night before and take advantage of the time in Sackville to see some of the sights and relax here in this scenic town.

We hope this will alleviate some of the congestion that two thousand teachers bring to a small town. The Sackville Chamber of Commerce will provide maps of Sackville and a discount card which you can use on Conference Day at selected shops. They will provide us with a shuttle to bring you from Tantramar High School, where you can park your car, to the Athletic Center first thing in the morning.

Should you prefer to leave your car near the highway and be



dropped off in front of the Athletic Center for registration, this is the one for you. You simply take the first exit #541 and turn left instead of right on Main Street and proceed to the first driveway on your right after you cross the overpass. There is parking for about one hundred cars or so there. When you leave, you simply cross Main Street to the exit back onto the Trans-Canada Highway, Northwest toward Moncton.

Come to our business meeting Friday at noon and get involved with your Council.

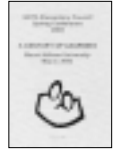
Council is only as good as the people who are actively providing you with the best presenters available on that day. We need people who are proactive and want to make the next council day a success. It's your council. You can make a difference! Send in your name or the name of someone you believe would make a good candidate to Nancy Boucher (bouchen@nbed.nb.ca). You will be contacted to see if you wish your name to stand for office.

A reminder to bring your program, go to the Athletic Center

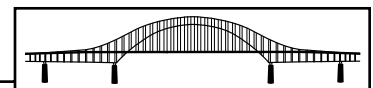
first and pick up your list of names and room numbers for the Block and Divided Sessions. We feel this is an excellent program with lots of options; many are cross-curricular and have interest to many people. We have Language Arts, Math, French, Social Studies, Science, Art, Music, Drama, Computer, Administrative, Health and Wellness, Health and Physical Education and Resource sessions. We have something for everyone!

Look for the students with the Elementary Council T-Shirts for direction. Check out the Publishers at McConnell Hall (downstairs at Trueman House). The business meeting will be at Tweedie Hall as well, so you can do both during lunchtime.

We look forward to seeing you there in Sackville on May 2, 2003. Come and join us for a great evening and day packed full of many interesting sessions and Keynotes. Don't forget the Business Meeting!



Middle Level Council News



It's Almost Here!

In just over a week, Council Day 2003 will be here and gone. We are looking forward to an exciting day of professional development activities. A lot of work has gone into planning this year's event and we hope you will join us at Bayside Middle School in Saint John on May 2.

We also encourage you to attend the Annual General Meeting on Thursday evening, May 1, from 7:00-8:00 pm at the Coastal Inn. Come and get involved in the business of your Middle Level Council. Then join us for an evening of fun. The Middle Level Social will be held at Studio 54, on Sydney Street in Saint John.

Prizes!

This year's conference is featuring a plethora of prizes for those attending. In addition to the usual plentiful supply to be won at the closing plenary session, there will be a goodly number of goodies given out at the Thursday evening social. Those attending the AGM will receive a coveted Middle Level Council lanyard. As well, MLC lanyards will be given to the first 50 people who registered for this year's Council Day.

Remember, you can't win if you don't attend.



Please note these changes in your program:

- Session A-16 — “Sharing Middle School Music” is being presented by Liz Brewer, Forest Hills School and not Sharon Lucy, as indicated.
- Session A-04 — “Servant Leadership” is being presented by Steve Pierce and not by Rod Campbell

What? No Name Tags?

This year, after much discussion, the Council Day planning committee has decided to forego name tags for this year’s Spring Conference. Name tags are very handy for beginning teachers who are just beginning to network and also for older teachers who can remember the face, but not the name. However, despite these attractions, in the interest of economy, the committee decided to set them aside for this year. Eliminating the name tags represented a saving of \$450. It was felt that this money could be better spent providing other services to members.



The Saint John Planning Committee and the Middle Level Council Executive would like to extend a special “thank you” to Bayside Middle School’s “Fabulous Five”:

- Allain Manuel
- Krista Ross
- Pat Laskey
- Francis Leblanc
- Lisa MacPherson



These staff members at Bayside have been helping out in a *big* way in the preparations for May 2



Thanks!

How do I get to Bayside Middle School?

If you are arriving **from Moncton**, follow Highway 1 to Saint John. Take Exit 129 (Rothesay Avenue). Follow Rothesay Avenue until you reach the intersection at Russell Street. There is a “Vito’s Restaurant” on the left. Continue straight at this intersection and it turns into Russell Street. Follow Russell Street and you will reach a set of lights. Continue straight. This is Bayside Drive. Drive up Bayside Drive and on the immediate left is Bayside Middle School.

If you are arriving **from Fredericton**, follow Highway 7 until it merges with Highway 1. Follow Highway 1 until you reach a toll booth (25 cents toll). Take the Harbour Bridge to Exit 123 (Somerset Street). Turn right at the lights at the end of the exit. Go up Garden Street until you reach another set of lights. Turn left and drive down by the Irving station. Turn right onto City Road, go through the lights at Haymarket Square and continue until you reach another set of lights. At the lights, turn right onto Thorne Avenue and follow it until you reach another set of lights. Turn right on Bayside Drive. Bayside Middle School is on the immediate left.

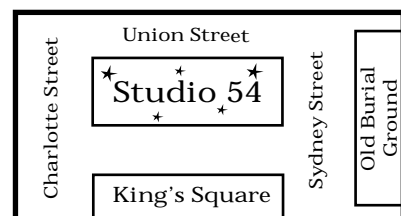


Middle Level Council Social Studio 54

Lots of Munchies
Lots of Prizes



9 Sydney Street
Uptown Saint John
Starts at 9:00 p.m.
Thursday, May 1/03



Come experience Saint John’s newest dance club — 70’s, 80’s & current dance music

The club will be exclusively for Middle Level Council and guests



See you there!



• High School Council •

President's Message



Randy Hunter

As mentioned to you in an earlier edition, I was busy during the last month visiting schools throughout the province. Once again, what a

fabulous professional development experience. Hello to all I visited and thank you for providing such a welcoming atmosphere. Please accept my apology if I did not have the privilege of meeting with you.

I heard the issues, both positive and negative. Never feel isolated in your particular area; there are commonalities throughout the system.

You are important. Your comments/suggestions do count.

Take an opportunity to share your ideas with your local NBTA Reps, local President, Director, Council President, NBTA President; create a distribution list among colleagues in your subject area, etc. We have a Networking Session available at High School Council that has proven to be very successful in communicating ideas/suggestions to others.

Council Day is just days away. The Program is great. I hope you have registered and made all other necessary arrangements to participate in this great opportunity. See you there.

AGM's in the various districts throughout the province are rapidly approaching. Take an opportunity to

get involved. You will certainly find the experience rewarding and you won't regret your decision. It is a lot of work, but overcome by a whole lot of fun. A fabulous group of professionals to work with will be assured.

We have rescheduled our Council Day to allow us to present our Teacher Recognition Awards in the Theatre at James M. Hill High School starting at 8:45. Please try to attend.

See you at the Social on Thursday, May 1 at the Exhibition Center on the Miramichi...Check out the map on Page 3 of your Program.

For those of you travelling to Council, ***Drive Safely and Have A Great Day!***

Meet the Band...



The Jakebreak Band will be performing at the High School Council Conference Social Thursday evening, May 1st. *Jamie Craig* and *Kevin Jardine* play everything from old rock 'n' roll to present day pop, and a bit of country if requested. They aim to please their audience.

Curriculum Committee

The Curriculum Committee of the High School Council of the NBTA would like to express full support of the allocation of K-8 Professional Development Days. Your Council is working diligently to regain four professional development days within the school year for the benefit of all members of the NBTA.

Council Professional Development *"Make Your Ideas Known"*

Your registration package at Spring Conference will contain a "Council Professional Development Services Survey".

Please let us know what you want by filling in the survey and passing it in at Council Day.

Humour or Just a Good Idea?

High School Graduation Requirements



Due to the many changes which have been made during the past number of years, the NBTA High School Council Executive has come up with the following recommendation for graduation:

An age/credit index for graduation of 35
Example:



age	18
credits	17
	35 graduation
up to	
age	35
credits	0
	35 graduation

There was some debate on whether to call the new graduation requirements "Freedom 35" or "35 and out".



Sincerely,
Brenda MacPherson
Communications
Chairperson
Simonds High School
macphbre@nbed.nb.ca
or Fax (506) 658-4641

St. Thomas University

6th Annual Summer Institute

Teaching For and About Human Rights

EDUC 6503



Course Description (EDUC 6503)

This course is offered during the human rights summer institute designed for pre-service teachers, practicing teachers, and professionals in related fields. The course introduces participants to the various rights, instruments, and issues relevant to the classroom and provide opportunities for teachers and others to increase their knowledge base in the human rights field.

Some of the Course Themes

- Visions of Human Rights
- Teaching Human Rights in the 21st Century
- Historical Development of Human Rights
- The Universal Declaration of Human Rights
- The Charter of Rights and Freedoms
- New Brunswick Human Rights Act
- Citizenship Education
- Cross-Curricula Human Rights Planning
- Non-Governmental Organizations Resource for Educators
- Human Rights Possibilities and Exchanges
- Other exciting opportunities

* This is a 3 credit-hour course of St. Thomas University. Teachers may wish to apply this course toward their Certificate 6.

Faculty Co-ordinators of the Institute

Dr. Michael McGowan (506) 452-0486
 mmcgowan@stu.ca
 Dr. Heather Richmond (506) 452-0416
 richmond@stu.ca

Dates and Fees

The dates indicate the first night in residence until Friday noon. All fees are subject to change.

Sunday, July 13 - Friday, July 18, 2003

Tuition: \$399.00 (for credit)
 \$189.00 (for audit)

***Other fees: \$300.00

Housing: Students will reside in facilities housed at Rigby Hall, overlooking the beautiful St. John River. A daily breakfast and dinner will be provided at the residence; lunch will be provided on campus.

*****Fee includes:** Housing (based on double occupancy), breakfast, lunch, and dinner; program excursions, computer access, full-time academic and administrative support.

Not included: Books and supplies, food (except as noted), personal travel/activity/spending money.

Sponsored by the New Brunswick Department of Education, the Atlantic Human Rights Centre, and Faculty of Education.

Please contact the Atlantic Human Rights Centre for application requirements, registration, materials, payment details and deadlines, or any additional information.

Atlantic Human Rights Centre, St. Thomas University, Fredericton, N.B., E3B 5G3,
 (506) 452-0549, (506) 452-0091, ahrc@stu.ca

Innovations Project

Doaktown Consolidated High School

School Year 2002-2003

Middle school students at Doaktown Consolidated High School were recently involved in a Minister of Education's Innovation in Education program. The project title was *"Linking the School to the Real World of Forest and Stream."* Students were involved in several experiences.

March 12 – Guest speakers (community employers) used the Employability Skills Profile found in each classroom to discuss the skills required for employees in their workplace.

March 21 – Students participated in field trips to: • J.D. Irving (White Pine Mill) • Department of Natural Resources • J.D. Irving – Woodland Operations (had to be cancelled due to weather, but students saw a video on forest operations).

March 24 – Previous to this date Grade 8 students had prepared a resume. On this date each student went through a short job interview with a representative of J.D. Irving.

March 26 – Skills Workshop – Topics covered: • Fly-casting • Fly-tying • Miramichi folklore and music • Map and compass reading. Each student took part in two of these workshops.

In addition to these activities all students completed a final project:

- Grade 6 prepared a tourist brochure for the Village of Doaktown
- Grade 7 made posters on forest related topics
- Grade 8 prepared brochures about jobs in the forest and stream.

In these projects, students used research skills (both in print and on the computer) and some used digital cameras.

This project would not have been possible without the help of several people in the community:

- J.D. Irving (Jamie O'Donnell, Brad Dillon)
- Dept. of Natural Resources (Gerald Veno, Darlene Wood, Wayne Amos)
- Betts Kelly Lodge (Janet Betts)
- O'Donnell's Cottages and Expeditions (Andrea Mitchell)
- Other (Morris Green, George Routledge, Wes Myles, Marc Madore)



Brad Dillon using a device to measure the percentage water content of a board.



George Routledge explains the art of fly tying.



Gerald Veno teaching students the intricacies of the map and compass.



Morris Green gives the history of Miramichi Folk Songs.

The "School Days" Museum



The "School Days" Museum, incorporated in 1991 and sponsored by The New Brunswick Society of Retired Teachers, is located in the Annex of the Justice Building, Queen Street, Fredericton. The Museum has a three-fold function:

- as a collector and repository for artifacts and archival material used in the schools, in teacher training and in the Department of Education in New Brunswick
- as a site for exhibiting and interpreting artifacts and archival materials
- as a research facility for those interested in education.

Visitors can enjoy a peek into the past as they view the collections on display which include textbooks, resource materials, teaching aids, students' work, archival material and school furniture and fixtures, dating as far back as the early 19th century. The items in the displays and those on file have been kindly donated by retired teachers and their families, schools which are no longer in operation, the N. B. Department of Education, the N.B. Society of Retired Teachers, and friends of the Museum. The Museum is grateful for these and any future donations of items to add to the exhibit. Before you toss away that out-dated item, please consider donating it to help the Museum keep alive the heritage of schooling in New Brunswick. Contact Doreen Armstrong at (506) 455-3693. Gifts of artifacts can be appraised and a receipt issued for income tax purposes. Remember, the artifacts of your school years could end up as genealogical treasures!

Museum Visiting hours are:
Early June to Labour Day
Monday to Friday: 10 a.m. to 4 p.m.
Saturday: 1 p.m. to 4 p.m.

After Labour Day to May 31
By appointment:
Contact: Acting-President, David McCormack
Tel. 455-8104

Further inquiries may be directed to:
"School Days" Museum Inc.
P. O. Box 752
Fredericton, NB E3B 5R6
Tel. & Fax: (506) 459-3738
E-mail: sdmuseum@nb.sympatico.ca

There is a
Power
Among Us...

a power that can rebuild a
declining workforce

that can help create
job opportunities

that can help generate
new employment.

That's...

The **Power** of
Learning

A Message from the Teachers of Atlantic Canada

NBTA's 100th Anniversary



Our NBTA President, Mary Wilson, asked well-known New Brunswickers to share anecdotes from their school days. We have printed five responses in this issue of NBTA News with more to follow in May in a special Newflash.

When I was asked to share my favourite anecdote from my school experience to commemorate the 100th Anniversary of the New Brunswick Teacher's Association, I jumped at the opportunity. It offered me a chance to express to those people who played such an important role in my educational and social development my appreciation. Although my fondest recollection centers around three teachers, my experience in the three schools I attended, Barkers Point, Mirta Deux and FAS, were all favourable and that the stories I have selected to share are by no means exclusive.

Flossy Stickles Johnson challenged me and the rest of the class to take our English studies to a new level. Through her enthusiasm she not only made school more enjoyable, she made the subject matter and learning as a whole more interesting. She was always willing to fight for her students. It was this willingness to challenge authority that caused her students to identify with her as a peer instead of an

authority figure. It was the first time I felt equal to a teacher and I remember her fondly.

As a result of a bout with pneumonia in the fall of my Grade 12 year, I missed 6 full weeks of class. Although this absence put me behind the rest of the class, I was able to, for the most part, catch up. The exception, however, was math. My math continued to suffer after I had returned and my teacher, Marlene Unger, took notice. For weeks leading up to the Christmas exams, Mrs. Unger offered all her free time ensuring that I would be well prepared. For her dedication and generosity, I am eternally grateful.

Later that same year I enrolled in Grade 12 economics with Mr. Fred Arnold. I think it would be fair to say that Mr. Arnold and I did not agree on anything political. However, despite these conflicting opinions, Mr. Arnold would always entertain debate and those that ensued prompted a classmate, Marsha Young, to suggest public office as a possible future profession.

These debates were always a highlight of my school day and the topics and opinions that arose out of them were always intellectually enriching.

These three teachers, along with all the other educators with whom I have been lucky enough to cross paths, have had a deep and profound role in moulding me into the person I am today. Mrs. Stickles-Johnson fostered learning, Mrs. Unger taught the impact of a little generosity and patience, and Mr. Arnold entertained my idealism through politically charged debate. These are but a few of the important life lessons that teachers in this province have taught me that are not necessarily contained in the school curriculum. For these lessons, along with the many others, I offer teachers a profound thank you.

*Andy Scott
MP*

My favourite school was Apohaqui Superior School which held two rooms and had only two teachers. In one room, you had grade 1-5 and only one teacher. Then in the other, you had the other teacher who was responsible for grades 6-9.

A wood furnace that was located in the basement heated the classrooms. Of course, each of the students had to take turns at putting wood in the furnace.

The teacher I remember is Miss Crowe, who was teaching grades 6 to 9. Teachers were very strict in those

days and if your homework was not done, you stayed in after school. There was no talking during class and while she was teaching one grade you had to do your work. There were no calculators or computers, but timetables and spelling were important.

I think a lot of how schooling was done in those days could possibly be reintroduced again (not all, but some).

A great experience in my life and I am sure it set me up with the education and discipline for my career of 45 years in the insurance

business, and then on to politics. She always instilled in students how important it was to help and share with others in your community, however small it may be.

This really set me up to work and volunteer in my community over the years.

*Honourable Norman M. McFarlane,
Minister
Training & Employment
Development*

(continued on following page...)

In recognition of your 100th anniversary as an Association of a most under-rated profession, I would like to convey a couple of anecdotes concerning Sister Leanora, aka Sister Nora Kelly, a teaching member of the Sisters of Charity, who was my teacher at Mountain Road School in Moncton during 1974 and 1975.

I will forever recollect her advice to me to read and absorb as much of the encyclopedia(s) that I could. I heeded her advice and to this day my knowledge of topics (beyond my profession of Law and Civic Government) is considerable. By digesting this wealth of information, it also fostered interests in subjects that, but for her advice, would have

never been the case. I also recollect, with good humour, a "field trip" she took our class on to Prince Edward Island. Such excursions were the exception to the rule and we all very much enjoyed it. To see Sister Kelly out of the classroom and the genuine affection she had for her students is etched in my memory.

One of our staff at City Hall had Sister Kelly for his homeroom teacher in 1959 and 1960 and he remembers her keen knowledge and appreciation of baseball, more particularly the Milwaukee Braves and Hank Aaron. Milwaukee has now shifted locales to Atlanta but she remains a Braves fan to this very day. Being a native of Saint John, baseball was in her blood and she

retained an interest in the sport.

All in all, she was a devoted instructor and shaper of young minds. I, like most of her former students, will always fondly remember her for being a caring, loving and innovative teacher. She truly was and remains a remarkable woman. (She is still active with the Sisters of Charity out of the Mother House in Saint John).

Respectfully submitted,



Brian F.P. Murphy
Mayor of Moncton

Once upon a time when matriculations ruled the day and the study of algebra was not for the feint of heart, a grade 11 teacher by the name of Beulah Humphrey tried to instill the virtues if not values of learning a subject that I initially had seen as a complete waste of time.

No one had ever made a perfect score of 100 and to my knowledge still hasn't. I did reach 99, however, but not before her telling me, with a twinkle in her eye, that she was slightly disappointed in my results.

To this day, my analytical and inquisitive mind in both public and private life can be attributed to a dedicated teacher from a small town called Petitcodiac.

Since you asked for a favourite school experience, I won't get into the details about receiving the strap during an earlier grade, but I can tell you how to receive it and not hurt at all. Of course, that would require an in-depth interview!

Good luck in your 100th anniversary celebration!



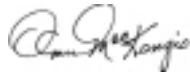
Wally Stiles
MLA - Petitcodiac

Thank you for the opportunity to express my appreciation for a favorite teacher that I had during my younger years. I consider, Miss Avilla Colford, from the Village of Blackville, as one of the best.

She retired in 1970, after teaching for forty-three years. She taught grades three and four, but ended her career teaching the higher levels. The subjects that she taught were mainly French and History.

She was a stern teacher but yet did not lack in compassion. To this day, I still consider her a great lady and a loyal friend.

Sincerely Yours,



Omer MacKenzie
Mayor of Blackville

Head of the class.

Johnson – Committed to Canadian Educators.



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Announcements

Safe Schools-Safe Communities National Conference

This national conference, *Catch the Wave*, will be held May 8-10, 2003 at St. Mary's University, Halifax, Nova Scotia. It will be of interest to teachers, school administrators, parents, students, and community members.

Keynote speakers include: Terry Kelly (Halifax), Rev. Dale Lang (Alberta), Hetty van Gorp (Peaceful Schools International). Full-day workshops include: Effective Behaviour Support (EBS) and Safe and Caring Schools curriculum.

Potential conference delegates are encouraged to apply for funding assistance as soon as possible.

For more information, visit the conference website at www.catchthewave.ca

2003 IWK Telethon for Children: May 31 - June 1

The IWK provides care for children in the three Maritime provinces and beyond. The IWK Foundation is the fundraising arm of the IWK Health Centre. The IWK Telethon for Children is one of the many ways the Foundation responds to the health care needs of our Maritime communities. The Telethon will air on ATV on May 31 and June 1. However, fundraising takes place 365 days a year.

An assortment of promotional materials is available at no cost for you and your group to use as tools in your fundraising activity:

- casual day stickers
- Telethon stickers
- paper miracle balloons (suggested donation \$1.00 or more each)
- posters (with a space for you to write details about your event)
- coin boxes
- bookmarks
- fundraising ideas booklet.

For further information, please contact: Ginette LeBlanc, NB Fundraising Coordinator, 259 Crowley Farm Road, Moncton, N.B. E1A 7P8, Tel. 384-4598, Fax 855-8018, ginette.leblanc@nb.aibn.com

Natural Resources Canada Website

NRCan is providing posters inviting kids to visit their youth website (www.nrcan.gc.ca/kids). The site offers fun and educational games that feature NRCat, the mascot. It also provides information on geography, science and technology, nature, climate change and the environment. Children can use this information for school projects and to increase their knowledge of the world around them.

Canadian Plastics Sector Council Career Kit

The CPSC has put together a free kit that provides teachers with information they can provide to students who wish to pursue a career within the plastics industry. The new kit includes a Student's Guide, a Teacher's Guide and an interactive CD-ROM. The CPSC also provides resource information via its web site that is intended to support a classroom teacher through delivery of the kit materials. This kit is available free of charge and can be ordered on-line at: www.careersinplastics.ca or through the following address: 190 Colonnade Road, Unit 3, Ottawa, Ontario K2E 7J5, Toll free: 1-888-533-5683 Fax 1-877-929-3343.

Administrative and Teaching Opportunities in China

*Looking for a new challenge?
Interested in living and working in
China?*

Since 1997, the Department of Education in New Brunswick has been working with the Concord College of Sino-Canada organization on various education initiatives. Administrative and teaching opportunities exist in 3 schools in Shenzhen and Beijing, beginning September 2003.

For administrative positions (Principal and Vice-Principal), broad experience in New Brunswick K-12 system is preferred.

For teaching positions, qualified teachers holding a teaching license or those eligible for a teaching license need apply.

For more information, please contact:

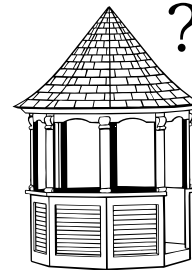
China Programs
Department of Education
Province of New Brunswick
china.programs@gnb.ca
506-856-2520

Deadline for applications:
May 2, 2003.



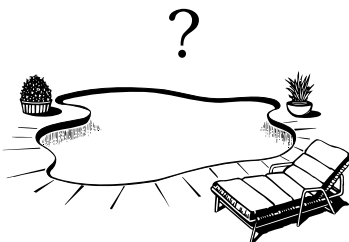


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 The grass has riz
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E-mail: nbtacu@nbnet.nb.ca • Web: <http://www.nbtacu.nb.ca>

Hours: Monday to Friday, 8:30 a.m. - 4:30 p.m.