

Council Day is on the Way!

One of the surest signs of spring is the annual migration of teachers from various parts of New Brunswick to Council Day. After one of the toughest winters in recent memory, some warmer temperatures and driving on bare asphalt, hopefully, should be a little refreshing.

I certainly encourage all teachers to attend the events in Moncton and Saint John, but recognize that this is not always possible. I would like to offer a little extra recognition to our colleagues in the northern part of New Brunswick who, most of the time, literally have to “go the extra mile.” It is a challenging reality for those teachers that Council Day, and many other events, usually take place in the province’s three largest urban centers, several hours of travel from home. It is my belief that you will find the sessions worth the trip. I have always found the chance to communicate, both professionally and socially, with counterparts from across the province, to be an additional and extremely valuable learning experience. We all have individual areas of professional interest, and this day is the time to explore them.

I would like to expand upon something I said in last month’s message. Members of the Elementary, Middle and High School Councils do their best to offer programs that will serve the needs of as many teachers as possible, although there is clearly no chance of completely satisfying everyone. These full-time teachers, and we all know the proper term should be “more than full-time,” spend many extra hours during evenings and weekends organizing these PD opportunities. I would publicly like to thank them for their efforts, and suggest that on Council Day, if you recognize any of these individuals, that you do the same. The NBTA, quite simply, could not exist without the organizational and leadership contributions of its member volunteers.


As you receive this issue of the *NBTA News*, voting will just have wrapped up in the NBTA election. The ballots will be counted on May 7 and members will find out shortly afterward who will, a little more than a year from now, succeed me as NBTA President. I would like to congratulate both candidates for running excellent campaigns, and also going the “extra miles” listening and speaking to the teachers of this province.



Brent Shaw

Finally, Branch Annual General Meetings will be beginning very soon, leading up to the NBTA AGM in Fredericton at the end of May. I hope you all will participate as much as possible in these events. They are at the democratic heart of our Association. There are 16 resolutions approved by various Branches to consider this year. When these are discussed at your meeting, don’t be shy in asking questions and expressing your opinion. Your delegates need to have as clear a picture as possible what teachers in your area feel, so they can make their best, informed decision when they represent you in Fredericton.

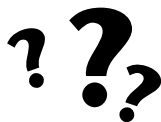
The NBTA Board of Directors continues to discuss a wide range of extremely important matters such as French Second Language and Negotiations. A full report on the April meeting of the Board is available on the NBTA website, and for the latest on Negotiations please check the Members-Only section of the website. There is a new update on contract talks posted following each three-day session between the NBTF and the Employer.

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COUNCIL DAY FAQ'S

1. Why do we have Council Days?

The school calendar identifies three professional development days for activities planned by teachers, **for** teachers. Two of these days traditionally occur in August, while only one takes place within the school year itself. It is of the utmost importance to our profession to maintain these days. In order to do this, it is important they be used for their intended purpose, professional growth. All teachers must participate in professional development on Council Day, whether they attend the main organized events or receive approval for an alternate proposal of professional growth. As professionals, we have an obligation to continue our learning and growth. Last year's Council Day participation rate was a very healthy 81%.



2. What do I do if I am unable to attend Council Day?

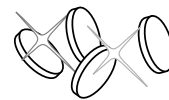
For a variety of very legitimate reasons, some of our teachers cannot attend Council Day. By this point, those teachers will have filled out an Alternate Proposal and had it approved by their local PD Committees. In summary, each of these Alternate Proposals are plans for personal professional growth for May 2nd. As an Association, we have been quite adamant that these proposals be about "learning," and not "doing" the many things that are on all busy teachers' "to-do" lists.



Therefore, course preparation, marking, classroom work, student sessions, co- and extracurricular activities, and any work required as part of a teaching assignment would not be considered legitimate Alternate Proposals. Plans for the day must be individualized because regular Council Day programs need good attendance to be successful, and they should not face competition from events organized by the Department/Districts or schools. It is the one day within our calendar where teachers retain their individual rights to choose their specific PD.

3. Why do we have to pay to attend Council Day, when we already pay Council dues?

Each member pays \$12 Council dues that allow the three Councils to operate. These funds allow Councils to conduct their business. They meet on evenings and weekends to organize PD events, administer Council grants, explore curriculum issues, and promote and encourage other professional development initiatives. The dues cover the cost of this work.



The \$30 Council Day registration fee directly funds the many expenses associated with organizing a large conference: speakers' fees, presenter honoraria, nutrition breaks, site rental, advertising, etc. The goal is never to make money, but to attempt to break even. This is no easy feat when the Councils cannot predict how many teachers will actually attend.

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

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

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

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



NBTA NEWS

ISSN 0317-5227

NBTA News is published ten times a year. Opinions expressed are those of the authors, not necessarily the NBTA.

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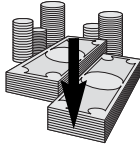
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4. How does the price of this conference compare to that of other similar conferences?

A recent check of conferences offered by other teacher organizations across the country indicates prices ranging from about \$90 to \$100 for events of this type. Of course, there have been large increases in fees for most conferences and speakers nation-wide over the past few years. Many registration fees are several hundred dollars.



5. What happens if I forget my Name Tag/Bar Code?

By far the easiest answer here is, **“Make every possible effort not to forget it.”**

If you lose the tag beforehand, the good news is that you can simply reprint it from the electronic version you received via e-mail. Also, if you have inadvertently deleted this message, you can have it sent to you again by going back to the website registration page and clicking the receipts box. Should you arrive at the sessions without it, you will likely face a wait, while council registrars search for your receipt manually.



6. I am a student intern. Do I pay a Council Day registration fee?

Student interns are able to attend Council Day sessions this year without



cost. They are just being introduced to the very important concept of professional growth and we believe it is a good idea to welcome them. It can almost be termed an introductory offer.

7. I am a supply teacher. Do I pay a Council Day registration fee?

While we recognize that many supply teachers will soon be NBTA members, they do not pay dues yet. Therefore, we charge them \$10 more to attend than NBTA members (the approximate difference in the amount of Council dues each “B” or “D” contract teacher is already paying).



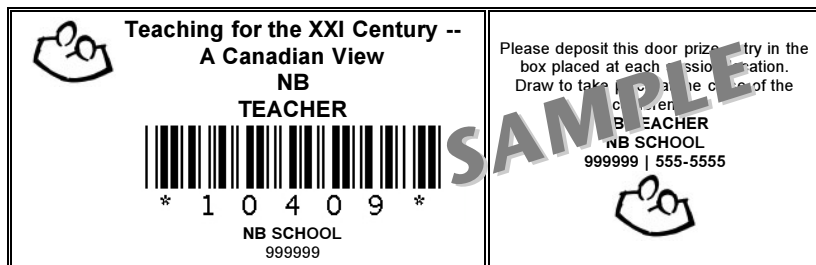
8. What is the Council Day Refund policy?

As mentioned previously, planning conferences of this magnitude requires significant investments of time and money. Many costs incurred before May 2nd are themselves non-refundable. As a result, all three Councils have adopted the following refund policy:

“There will be no refunds of registration fees, other than for compassionate reasons. Such requests must be submitted in writing with the original receipt and documentation from District Office acknowledging an absence from work on Council Day. Application must be made to the Council registrar no later than 30 days after the conference.”



Nobody Likes Standing in Line— Don't Forget Your Name Tag/Bar Code!



PLEASE BRING THIS NAME TAG/BAR CODE CONFIRMATION WITH YOU ON MAY 2nd FOR SPEEDY ADMISSION TO THE EVENTS. Entrance will be delayed and manual registration will be necessary without this Bar Code document.

Lost your receipt? Go to www.nbta.ca. Select your Council's registration box, then click 'Receipts'. Simply follow the instructions and a new copy will be sent to your email.

Questioning Our Questioning Techniques

by Ardith Shirley, Director of Professional Development

Step into an average classroom in any K-12 school and research suggests that almost 80 percent of the talk that takes place in that room will be framed as a question. If indeed this research is sound, it would seem that questioning is a dominant instructional strategy. If indeed questioning is a preferred instructional strategy in our classrooms, it is important to pause and reflect on the quality of questioning that we are employing.

In a recent article in *Kappa Delta Pi Record*, Nathan Bond suggests, "Asking good questions is an important skill that teachers must develop." Questions can be used for a multitude of purposes within a lesson. They can assess readiness for new learning, create interest and motivation in new learning, check student understanding of material, redirect students from off-task behaviour, as well as create a heightened awareness in the classroom environment that enhances learning.

Reading Teacher's Mind – Regurgitation 101

I am sure we all can remember "Bloom's Taxonomy" from our B.Ed. training. Although most teachers remember and can refer to it, we often do not have the time to reflect and have conversations with our colleagues on this theory once we become practitioners in our own classrooms. Sadly, if we had the time to reflect, we might find that all too often (recent studies quote 70 %) our questions spring from the lowest two levels of thinking: knowledge and comprehension. (See Bloom's chart on the right for a refresher.)

Allowing this trend to continue unchecked in classrooms leaves students unchallenged in their higher order thinking skills, and results in only a superficial learning of information. It also reinforces to students that they need only figure out what teacher wants and regurgitate it as opposed to evaluating and analyzing ideas for themselves.

Another surprising statistic that I came across recently suggests that the K-12 students ask an average of only one question per month in class. If this is true, and questioning is indeed one of our dominant learning strategies, teachers must find ways to encourage students to ask more questions of one another. (Perhaps instead of asking a question yourself, have students work in pairs or triads and come up with three questions to ask you.)

Time to Think

Another common trend in our classrooms is to have students respond verbally to questions. Combine this with another recent study that suggests on average teachers only allow 0.9 seconds wait time before eliciting that verbal response, and a startling revelation is made – many of our students are being left out! Teachers have found all kinds of creative ways to be more inclusive in their questioning techniques: one simple way is

to have students write out a response as opposed to "shouting out" an answer. While this will take more time, it does more to ensure all students are engaged and have a more reasonable amount of "think" time. This simple technique may inspire more confidence in students and have more students willing to be risk-takers and share their answers.

My challenge to all teachers this month, as spring arrives and flowers begin to "bloom", (*sorry, couldn't help*

LEVEL	DEFINITION	WHAT STUDENT DOES	PROCESS VERBS	PRODUCTS			
EVALUATION	Judging the value of ideas, materials or products	Gives value. Makes choices. Arranges ideas. Judges ideas. Presents choices.	appraise assess award choose conclude consider criticize debate	decide defend determine dispute editorialize evaluate grade judge justify	measure prove rank recommend reflect select test	court trial debate discussion editorial essay letter	panel recommendation research paper self-evaluation survey
SYNTHESIS	Putting together constituent parts or elements to form a new whole	Uses old ideas to make new ideas. Changes old ideas. Creates new ideas.	adapt advertise blend change combine compose create design develop	devise estimate form formulate imagine infer invent modify originate	predict prepare prescribe produce refine reflect role play suppose transform	abstract advertisement comic strip conversation dance game invention magazine mural news article pantomime	play puppet show recipe song story structure TV/radio show toy treasure hunt
ANALYSIS	Breaking down an idea into its constituent parts	Looks at parts. Sees relationships. Organizes parts.	analyze categorize classify correlate diagram discover dissect divide	examine explain group inspect interpret memorize order (seriate) uncover	relate research search separate simplify sort survey	cartoons chart commercial contract diagram fact file crossword puzzle	family graph questionnaire report secret code survey tree diagram
APPLICATION	Using information in new situations or to solve a new problem. Uses knowledge.	Applies previously learned information to another situation.	apply chart code collect construct demonstrate dramatize examine experiment	graph expand illustrate interview manipulate model organize paint practise	record relate report simulate sketch solve track use	collage collection construction diagram diary diorama display illustration map mobile	model photographs picture poster puzzle scrapbook sculpture skit stitchery
COMPREHENSION (lowest level of understanding)	Understanding the information being communicated without relating it to other material or ideas	Organizes previously learned material so that student can rephrase it, describe it in own words explain it or predict implications or effects on the basis of the known facts.	associate change compare contrast define differentiate discuss	distinguish extend locate match outline paraphrase	reorganize restate retell reword translate	choral reading demonstrate illustrate story interpret cross-classification chart	picture story retell story teach lesson translate chart
KNOWLEDGE (memory)	Learning the information	recalls or recognizes bits of information.	ask count define describe draw fill in find identify indicate label	listen match memorize name observe pick point quote read recall	recognize record retell select show tabulate trace underline write	A fact chart map read a book memorize information	recite a poem timeline worksheet

Taken from: Orbit, Vol 30, No 4, 2000, p 39

the pun!), is to have a look at that familiar taxonomy and really reflect on your questioning techniques. Talk to your students and colleagues about the higher order thinking skills and ask them to challenge one another to higher order thinking as well.

May I Recommend?

Student Gambling

Two years ago, I was working with several groups of teens from across the province on a brainstorming activity. Our goal was to record all of the ways students could fund their post-secondary programs. When the first group I was working with came up with “online poker” as a means to pay for a program, I assumed they were joking. As my conversation with them deepened, I was startled to realize that they weren’t! Even more staggering for me was the fact every one of the eight groups I worked with evoked similar responses.

In the past, gambling has generally been recognized as an adult pastime. In recent years however, movies, TV shows, and increased access to gambling through the Internet have helped embed gambling in modern youth culture. This trend is explored in an article called simply, “Student Gambling” by Verbeke and Dittrick-Nathan (Education Digest, February 2008). A timely exploration in how educators can respond to these emerging trends in our students.

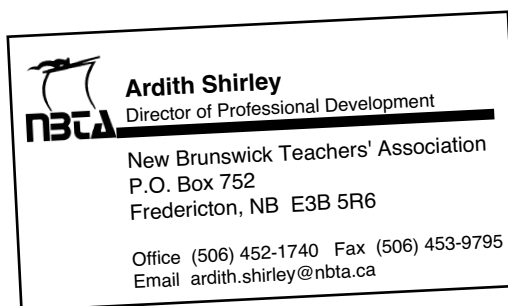
High Stakes Testing

The March issue of *Educational Leadership* includes an article that many educators can relate to “Testing the Joy Out of Learning” by Sharon Nichols and David Berliner cautions us against creating school cultures that are dominated by high stakes tests. The culture of over-valuing testing and under-valuing learning is one that educators must consciously fight against. “The time spent talking about, preparing for and taking tests has increased exponentially.” This focus on testing has resulted in a narrowing of the curriculum and can end up demotivating both students and teachers. (Not to mention the astronomical amounts of money spent in the creation, administration, marking and marketing of these high stakes tests!)

Grade Retention

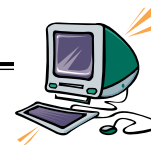
Another article (March - *Educational Leadership*) that may be timely as we approach the end of the school year is “What Research Says about Grade Retention”. The author Jane David reminds us “Juxtaposing retention and promotion as if these were the only options casts the debate in the wrong terms.” A relatively quick read at two pages, this one may be a great “conversation” starter.

See you at Council!



Website of the Month

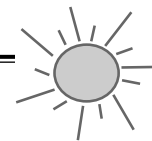
www.theeducationcenter.com



Many of our elementary teachers subscribe to *Mailbox Magazine* and eagerly await each issue. Should you not be a subscriber, you may wish to check out their website as it is chock-full of ideas and inspiration for learning centers and lesson plans as well as many thematic reproducibles.

Closing Quote

“Students are volunteers, whether we want them to be or not. Their attendance can be commanded, but their attention must be earned. Their compliance can be insisted on, but their commitment is under their own control.”



– Phillip Schlechty

IT'S NOT OKAY...

... to allow your students to remain uninformed by avoiding sexual orientation issues in the curriculum and classroom.

If this is happening in your school, you have a professional obligation to address it. Contact the NBTA, your employer, or email NBTA Equity Committee members, Danielle Cormier (cormidan@nbed.nb.ca) or Richard Blaquiere (richard.blaquiere@nbed.nb.ca) if you have concerns or need help.

– Inserted by NBTA Equity in Education Committee





Reminders

WANTED:

Elementary teachers who care about the professional development needs of their colleagues.

What YOU can do:

Become a member of the Elementary Council Executive. For more information, please contact Rona Howald rona.howald@nbed.nb.ca, Jean White (jean.white@nbed.nb.ca), or Erica LeBlanc (erica.leblanc@nbed.nb.ca)



AGM/Lunch

May 2 @ 11:30 am

Meeting rooms upstairs above the arenas.



Elementary Council

President's Message

May 2 will be here all too soon and the Elementary Council Executive is working hard to organize a great Council Day. We hope to see you there. We have a lineup of Canadian talent, from a Tai Chi Master who teaches employees how to reduce stress, to a mathematician who teaches math with dance, and art and poetry.

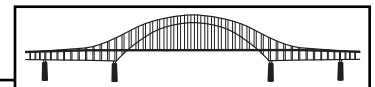
Our Art Specialist pilot continues this year with six New Brunswick artists offering hands-on workshops to our art teachers. We are happy to report we are offering a full-day institute with Tanya Helton on May 1, (the day before council day), speaking about teaching children with Fetal Alcohol Syndrome (FAS), Attachment Disorder (AD), Attention-Deficit Hyperactivity Disorder (ADHD), or Oppositional Defiant Disorder (ODD). Enrollment is limited to 150 participants, and as this issue goes to press, I am happy to report it is full!

Consider coming to our Annual General Meeting at 11:30 on May 2. We will be passing a new budget, possible constitution changes, and a report on our Council's year. We will also be electing new members to our council executive. If you are interested in joining the Elementary Council Executive, contact Rona Howald (rona.howald@nbed.nb.ca), Jean White (jean.white@nbed.nb.ca), or Erica LeBlanc (erica.leblanc@nbed.nb.ca).

One last word about May 2. We urge you to remember to bring your receipt with the bar code so that we can scan you as quickly as possible; also give yourself a little time to negotiate the possible traffic, as almost 2000 of us arrive at the Moncton Coliseum.

Peter Gorham Acting President

Middle Level Council News



Middle Level Council

President's Message

Our Middle Level Council Executive are looking forward to seeing many of our members in Moncton on May 2. It promises to be a wonderful professional development experience. The local area committee has worked very hard putting the day together and I know all will go well.

Because we were rather late last fall in finalizing our local planning group, many of our presenters are from

the greater Moncton area. This allowed the local committee to put together a quality program in a shorter time span. When again we have our regular Council Day in 2010, we will draw upon the expertise of our membership from around the province.

Thank you for your understanding in this matter, and again, I look forward to meeting each of you in Moncton.

— John Irvine



• High School Council •

President's Message

Hopefully you have all had a chance by now to peruse the program for Council Day, Friday, May 2 in Saint John, and that you have all found many sessions that appeal to your individual tastes. The High School Council Program Committee has attempted to address all subject and grade levels within the sessions. I think they have done a fabulous job – this is certainly one of the most diverse and entertaining programs I have ever seen for a professional development day!

To make sure that we are meeting your needs as High School Council members, the Executive is preparing a survey that will be available on the NBTA website (www.nbta.ca) on May 2. Please take a few moments to fill this out so that we can discover how better to serve you.

I would like to encourage all of our members to check out our improved website (<http://highschool.nbta.ca>). It is here that you can find information regarding the Council Executive, our constitution and by-laws, the program for Council Day (including addenda sessions and cancellations), and forms to apply for High School Council Educational Improvement Grants and Teacher Recognition Awards. Early registration has ended; however, online registration is still available and on-site registration at Saint Malachy's High School is available on May 2. (The registration fee is \$40.00.) Registration is located in the gym at SMHS (please use the entrance off Leinster Street). **Please remember to bring your receipt with you on Council Day to avoid registration delays! This receipt contains a bar code that is your ticket. If you forget it, you will have to stand in line as someone searches for your registration confirmation.**

The band *Tradition* will be playing at O'Leary's Pub on Thursday, May 1. They have agreed to close the bar to the general public between 8:00 and 11:30 p.m. Therefore you will need either the social ticket from your receipt or your NBTA Membership Card to gain access into the

social. Finger foods will be provided free of charge between 9:30 and 10:30 p.m. The social is a great way to socialize with colleagues and meet new friends. Bring your dancing shoes!

As many of you are aware, parking is a major issue in Saint John, particularly in the uptown area. **Presenters and displayers are the only people who will be able to park on-site at Saint Malachy's High School.** We are strongly encouraging teachers to carpool and are offering a school bus shuttle service that will begin pick-up at Harbour View High School and Bayside Middle School beginning at 7:30 a.m. through to 8:15 a.m., making numerous stops at hotels along the way. It will arrive back at SMHS at the end of the day to pick up teachers and return them to their vehicles. Please factor the shuttle service times into your schedule and refer to our website for the exact shuttle schedules and more detailed information on parking.

If you have any items you would like to see included on an agenda for a High School Council Executive meeting, please do not hesitate to contact me (derek.taggart@nbed.nb.ca) or any of your other High School Council Executive members. I encourage all of you to attend our business meeting on Friday, May 2 in the SMHS Theatre (lunch will be provided and there will be numerous prize draws!). You will hear the details of our 2007/2008 budget, proposed constitution changes, and also where we will be holding elections to replace members who have completed their terms on High School Council. If you would like to become a member of the Executive, please submit your name to our Nominating Chair, Shelly Stairs (stairss@nbed.nb.ca), and attend the business meeting to let your name stand for the elections.

I look forward to seeing you all at Council Day!

Derek

"The NBTA believes that Professional Development is the continual renewal of personal knowledge and expertise that leads to improved professional competence in support of student learning."

Elementary Council



Moncton, NB

Middle Level Council



Moncton, NB

High School Council



Saint John, NB

We look forward to seeing you at Council Day 2008!

→ Proposed Constitution Changes ← of the NBTA Councils

The mission of the Councils is “to promote and foster the opportunities for professional development, communications and curriculum assistance to the teachers of New Brunswick.” The Council Executives represent teachers and endeavor to influence the decisions pertaining to matters related to the curriculum through liaisons with the Department of Education and the NBTA.

Their goal is to promote and support teachers in their professional development. To operate efficiently and best meet the needs of the membership, the Constitution and By-laws must be reviewed at regular intervals. The current Executives have compiled a list of proposed changes that will be presented to their membership at their Annual General Meetings to be held on Council Day. Please make plans to attend. If you would like to see the current Constitution and By-laws, please visit the NBTA website (www.nbta.ca)

Elementary Council Constitution



Article IV - Objects

Current: Article IV - Objects

Proposed Change: Article IV - Objectives

Current: The objects of the Council shall be:

Proposed Change: The **objectives** of the Council shall be:

Current: a. To act in cooperation with the Association in advancing the cause of elementary education in the Province of New Brunswick.

Proposed Change: Delete “elementary”

Current: b. To strive to enhance the quality of elementary education in New Brunswick.

Proposed Change: Delete “elementary”

Current: d. To stimulate and facilitate the professional development of elementary teachers.

Proposed Change: Delete “elementary”

Article V - Membership and Membership Rights

Current: Article V - Membership and Membership Rights

Proposed Change: Article V - Membership

Current: Membership in this Council shall be Statutory, Associate or Honorary

Proposed Change: Membership in this Council shall be Active or Honorary

a. **Active:** Active membership is open to any member of the New Brunswick Teachers' Association.

b. **Honorary:** Honorary membership to any teacher in the first year of retirement from the New Brunswick School system, and to student interns.

Article VI - By-Laws and Policies

Current: a. The Council may, by at least a two-thirds majority vote of members attending a general meeting, pass By-Laws not inconsistent with the provisions of this Constitution or Article III (Council Authority and Responsibility) respecting: ...

1. The election of Officers and the Executive Committee of the Council and their duties;

Proposed Change: a. The Council will pass By-Laws not inconsistent with the provisions of this Constitution or Article III (Council Authority and Responsibility) respecting: ...

1. The duties of Officers of the Executive Committee of the Council.

Article XI - Amendments

Current:

a. Notice of motion to amend the Constitution or By-Laws of the Council must be published to all statutory members of the Council, at least thirty (30) days prior to the Annual General Meeting.

b. All amendments to the Constitution or By-Laws shall be adopted only by at least a two-thirds majority vote of the statutory members attending the Annual General Meeting.

c. All amendments to the Constitution or By-Laws shall be subject to ratification by the Board of Directors of the New Brunswick Teachers' Association.

Proposed Change:

a. Notice of motion to amend the Constitution of the Council must be published to all **active** members of the Council at least thirty (30) days prior to the Annual General Meeting of the Council. All amendments to the Constitution shall be adopted only by at least a two-thirds majority vote of the **active** members attending the Annual General Meeting.

b. Notice of motion to amend the By-laws of the Council must be given to the members of the Executive Committee of the Council, at least one meeting (30 days) prior to the meeting of the Executive Committee that will consider such amendment(s). All amendments to the By-Laws shall be adopted by a 50% + 1 majority vote of the members of the Executive Committee in attendance at such Executive Meeting.

c. All amendments to the Constitution and/or By-laws of the Council shall be reported to the Board of Directors of the New Brunswick Teachers' Association.

Middle Level Council Constitution



Article II - Definitions

Current: g. "Steering Committee" shall be the Steering Committee of the Council, as outlined in Article VIII (Committees).

Proposed Change: g. "Executive" shall be the Executive of the Council, as outlined in Article VIII (Committees).

Article IV - Objectives

Current: d. To encourage the on-going professional development of teachers.

Proposed Change: d. To stimulate and facilitate the professional development of teachers.

Article V - Membership

Current:

- Active membership shall be open to any member of the New Brunswick Teachers' Association;
- Honorary membership status may be granted to any person deemed acceptable by the Council in accordance with By-Law;
- Associate membership status may be granted to any person deemed acceptable by the Council in accordance with By-Law.

Proposed Change:

Delete: c. Associate membership

Article VI - By-Laws and Policies

Current: a. The Council may, by at least a two-thirds majority vote of those members present at a general meeting, pass By-Laws not inconsistent with the provisions of this Constitution or Article III (Council Authority and Responsibility) respecting:

- The election of the Executive and the Steering Committee of the Council and their duties;

Proposed Change: a. The Council may, by at least a two-thirds majority vote of those active members present at an annual general meeting, pass By-Laws not inconsistent with the provisions of this Constitution or Article III (Council Authority and Responsibility) respecting:

- The election of the Officers and the Executive of the Council and their duties;

Article VIII - Steering Committee

Current: Article VIII - Steering Committee

a. The Steering Committee shall consist of the Executive named in Article IX (a) and other members as determined by the By-Laws.

b. The Steering Committee shall:

- Meet at the call of the Chairperson;
- Under the direction of the Chairperson, submit to the Association, on or before June 30 each year, a report of the past year's activities, including a financial statement;
- All actions taken and decisions made by the Steering Committee in conformity with this Constitution, shall be effective and stand unless and until they are revoked, annulled, or over-ruled by a general meeting of the

Council or by the NBTAs Board of Directors.

Proposed Change: In all instances:

Steering Committee has been changed to **Executive**;
Executive has been changed to **Officers**;
Chairperson has been changed to **President**.

Article IX - Executive Committee

Current: Article IX- Executive Committee

Proposed Change: Article IX - Officers

Current: a. The Executive of the Council shall consist of: Chairperson, Vice-Chairperson, Past Chairperson, Secretary, Chairperson of Finance Committee, Chairperson of Professional Development Committee, and Vice-Chairperson of Professional Development Committee.

Proposed Change: The Officers of the Council shall consist of: **President, Vice-President, Past President, Secretary, Treasurer.**

Current: b. The Executive, with the exception of the Past Chairperson, shall be elected by a majority vote from the Steering Committee in a manner determined by the By-Laws.

Proposed Change: The Officers, with the exception of the Past President, shall be elected by a majority vote from the Executive in a manner determined by the By-Laws.

Current: c. The Executive shall:

- Meet at the call of the Chairperson;
- Direct and supervise the business of the Council between meetings of the Steering Committee and in conformity with the Constitution and By-Laws of the Council;
- Report to the Steering Committee.

Proposed Change: c. The Officers shall:

- Meet at the call of the **President**;
- Direct and supervise the business of the Council between meetings of the **Executive** and in conformity with the Constitution and By-Laws of the Council;
- Report to the **Executive**.



Article XI - Amendments

Current:

- a. Notice of motion to amend the Constitution or By-Laws of the Council must be given, in writing, to all active members of the Council at least thirty (30) days prior to the Annual General Meeting.
- b. All amendments to the Constitution or By-Laws shall require at least a two-thirds majority vote of the active members present at the Annual General Meeting.
- c. All amendments to the Constitution or By-Laws shall be subject to ratification by the Board of Directors of the New Brunswick Teachers' Association.

Proposed Change:

- a. Notice of motion to amend the Constitution of the Council must be published to all active members of the Council, at least thirty (30) days prior to the Annual General Meeting. All amendments to the Constitution

shall be adopted by a two-thirds majority vote of the active members of the Council attending the Annual General Meeting.

- b. Notice of motion to amend the By-laws of the Council must be given to the members of the Executive Committee of the Council, at least one meeting (30 days) prior to the meeting of the Executive Committee that will consider such amendment(s). All amendments to the By-Laws shall be adopted by a 50% + 1 majority vote of the members of the Executive Committee in attendance at such Executive Meeting.

- c. All amendments to the Constitution and/or By-laws of the Council shall be reported to the Board of Directors of the New Brunswick Teachers' Association.

High School Council Constitution



Article II - Definitions

Current:

"Association" shall mean the New Brunswick Teachers' Association

"Member" shall mean a member of the High School Council as established in Article V

"Council" shall mean that body of members duly constituted by the Association

"Executive" shall be the Executive Committee of the High School Council

Proposed Change:

Add:

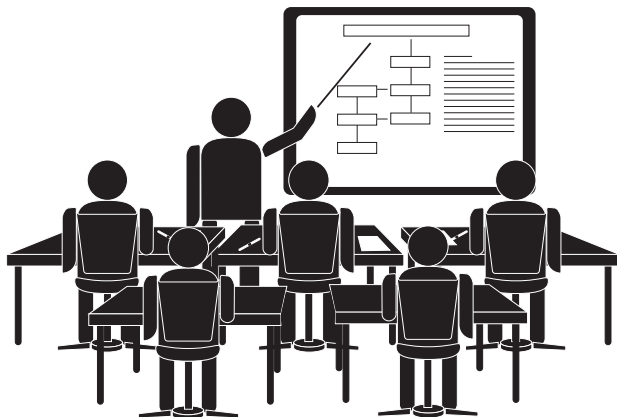
"Officers" shall mean the positions of President, Vice President, Past President, Treasurer and Secretary.

"Board of Directors" shall mean the Board of Directors of New Brunswick Teachers' Association.

Article V - Membership

Current: Those eligible for membership are:

All teachers in New Brunswick who are members of the NBTA;



Those persons recommended for Associate Membership by the Council and approved by the Council Executive Committee;

Those persons who are conferred Honorary Membership status by the Council.

Proposed Change:

Delete:

"Those persons recommended for Associate Membership by the Council and approved by the Council Executive Committee."

Article VI – By-Laws and Policies

Current: The Council may, by at least a two-thirds majority vote of active members present at an AGM, pass By-Laws respecting: ...

Proposed Change: The Council may, by a 50% + 1 majority vote of the members of the Executive Committee in attendance at such Executive Meeting, pass By-Laws respecting: ...

Article VIII - Officers

Current: The officers of the Council shall consist of President, Vice President, Secretary, Treasurer, Communications Officer and Past President, when possible.

Proposed Change: The officers of the Council shall consist of President, Vice President, Secretary, Treasurer and Past President.

Article X - Amendments

Current:

A notice of motion to amend the Constitution or By-Laws of the Council must be given, in writing, to all statutory members of the Council, at least thirty (30) days prior to the Annual General Meeting.

All amendments to the Constitution or By-Laws require a minimum two-thirds majority vote by the statutory members present at an Annual General Meeting

All amendments to the Constitution or By-Laws shall be subject to ratification by the Board of Directors of the New Brunswick Teachers' Association
Such amendments of the By-Laws by the Executive Committee must be ratified by a two-thirds majority of the members present at the next Annual General Meeting and shall be subject to ratification by the NBTA Board of Directors.

Proposed Change:

Notice of motion to amend the Constitution of the Council must be published to all active members of the Council, at least thirty (30) days prior to the Annual General Meeting. All amendments to the Constitution shall be adopted by a two-thirds majority vote of the

active members of the Council attending the Annual General Meeting.

Notice of motion to amend the By-laws of the Council must be given to the members of the Executive Committee of the Council, at least one meeting (30 days) prior to the meeting of the Executive Committee that will consider such amendment(s). All amendments to the By-Laws shall be adopted by a 50% + 1 majority vote of the members of the Executive Committee in attendance at such Executive Meeting.

All amendments to the Constitution and/or By-laws of the Council shall be reported to the Board of Directors of the New Brunswick Teachers' Association.

NBTA Professional Course Available — Spring

- This course is applicable to a Certificate 5 (or if you already hold a Masters degree, the course may be used towards a Certificate 6). Course may be taken also for professional or personal interest.
- Fee for this course is \$375 payable by cheque dated the first day of the course. Make all cheques payable to NBTA.
- Course requires 36 hours of instruction.
- Full description of the course is available at www.plsweb.com. Click Graduate Courses.
- Maximum seats per course: 24 (minimum numbers are required for a course to run).

MAGIC08SDOSS — Meaningful Activities to Generate Interesting Classrooms

Meaningful Activities to Generate Interesting Classrooms is an exciting hands-on course that offers teachers opportunities to learn about and acquire a multitude of engaging activities that go beyond the textbook and worksheet. Participation in over 60 activities will give you practice in creating, evaluating and adapting ideas to your own specific curriculum needs - immediately useful in your day-to-day classroom at any grade level.

Dates: Thursday evenings 6pm – 9pm (May 8, 22, 29, June 5)

Saturdays 8:30am – 2:30pm (May 10, 24, 31, June 7)

Location: St. Stephen Elementary School, St. Stephen **Instructor:** Derek O'Brien

Registration Deadline: Wednesday, April 30, 2008

NBTA Sponsored Professional Course Registration Form

Name: _____ Current Certificate Level: _____

Home Address: _____

School: _____ Phone: (H) _____ (S) _____ Fax _____

E-mail: _____ Do you check e-mail daily? _____

Course Details: _____

Course Title: _____

Course Number: _____ Location: _____ Course Instructor: _____

Will you be taking this course for: Certification Credit _____ or Professional Development _____

Do you require any special considerations (access, visual/auditory support etc.)? _____

Please mail registration form with \$375 payment to:

Ardith Shirley, Director of Professional Development, NBTA, PO Box 752, Fredericton, NB E3B 5R6

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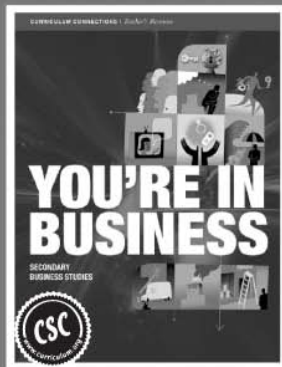
Only 30 spaces available to NBTA members.
Apply early!

Consideration given to Branch representation and first-time applicants.

Complete the application form (*March NBTA News*) and send to **Ardith Shirley**
NBTA Director of Professional Development,
P.O. Box 752, Fredericton, NB
E3B 5R6 (Fax) 506-453-9795

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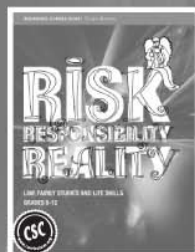
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Kagan Cooperative Learning Structures Workshops

by Michael Smith, Math Mentor, School District 18

School District 18 was host to **Dr. Spencer Kagan** on February 21 (*Brain-Friendly Instruction*) and February 22 (*Win-Win Discipline*). Approximately 160 participants attended each workshop at New Maryland Elementary School.

Dr. Kagan and his associates discovered that children of all ages in many parts of the world became more cooperative when they were placed in certain types of situations. Dr. Kagan began a research program to apply those findings to classrooms.

Dr. Kagan created simple "**structures**" that allow teachers to guide the interaction of students. Kagan's *structures* not only lead to greater cooperativeness; they have proven positive results in many areas, including greater academic achievement, improved ethnic relations, enhanced self-esteem, harmonious classroom climate, and the development of social skills and character virtues. Kagan *structures* align instruction with how the brain best learns and engage the range of multiple intelligences. They are now used world-wide in kindergarten classrooms and college lecture halls, in all academic subject areas. Kagan *structures* produce revolutionary positive results.

As Dr. Kagan delivered the *Brain-Friendly Instruction* workshop, he modeled several structures throughout the presentation. Teachers not only learned the content of the lesson, they actually experienced the Kagan *structures* first-hand and were able to reflect where they could be used to enhance their own teaching repertoires. The *Win-Win Discipline* workshop was delivered in the same manner.

What are the basic principles to cooperative learning?

In the traditional classroom, the teacher asks a question and the highest achieving students raise their hands to be called on. There is a whole sub-set of students who participated little, or in some cases, not at all. We have designed basic principles to ensure students participate about equally, are held accountable for participating, and participate a great deal more. Rather than competing, they are helping each other. We accomplish all this through simple instructional strategies called *structures*.

What are Kagan Cooperative Learning Structures?

Structures are simple step-by-step instructional strategies designed to implement the basic principles. For example, rather than calling on one student at a time, the teacher has all students interacting at once, by saying "Turn to your partner and do a RallyRobin." The students take turns giving answers so everyone participates. For longer responses, the teacher might use a Timed Pair Share, so each student in turn shares, say for a minute. The miracle of *structures* is that in the same amount of time the



Lise Galuga, Derrick Grant, Grant Williams and Alan Atkins are 'actively engaged' in the Win-Win Discipline workshop.

teacher could call on and respond to two or three students in the class, each giving one answer; the teacher can have every student give several answers. Engagement goes up as does joy in learning and achievement scores.

What are the benefits to schools?

There is pressure on schools to have students achieve more and to reduce the achievement gap. *Structures* do both those things. There are other benefits such as reduced discipline problems. But the biggest benefit is that schools better prepare students for success, both on the job and in life.

What makes the structures so different from traditional teaching? What makes the structures so different from group work?

Traditional teaching does not use groups; group work does, but the group work is unstructured. We have all been part of a group where one or two people do all the work and the others coast. With *structures* that cannot happen. We carefully structure the interaction so each student participates, contributes, and learns.



Dr. Spencer Kagan and Steve Parks (Albert Street Middle School) listen as a teacher responds.

(...continued on page 14)

(...continued from page 13)

Coaching is a powerful follow-up to the workshops. Teachers receive individual feedback and support to perfect their use of the *structures*.

A great deal of information on the Kagan approach can be found at **www.KaganOnline.com**

Here's what some of the participants had to say:

Brain-Friendly Instruction:

"Interesting and informative. Definitely some things that I can take back and use in my classes".

"Lots of information presented using the structures. Good modeling of the structures".

"At last! PD that I can use in my Math class.! I can't wait to try out the structures".

Win-Win Discipline

"Great ideas – I will be using them and my principal and I have already decided to share them with staff. Love the workbook".

"Excellent. Looking forward to using the book (Win-Win Discipline)".

"Amazing. I am going to try it out next week. The rationale is sound and carefully thought out".

Johnson Scholarships

Applications for Johnson Scholarships are now available for the 2008/2009 academic year.

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

NBTA members/employees and their dependants are eligible to apply.

Scholarships are valued at \$1,500 and there will be a total of 100 awarded across Canada.

Completed application forms must be submitted by **September 15.**

Forms are available by:  **Johnson Inc.**

– **Calling toll-free:** 1-877-328-7878

– **E-mail:** scholarships@johnson.ca

– **On-line:** www.johnson.ca

Are You Eligible to Retire?

By Larry Jamieson, NBTA Director, Teacher Welfare Services

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

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



Larry Jamieson

Pension cheques are received on the 23rd/24th of each month, except December.

For any additional information on the above process, please contact:

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

or

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

If you have decided to retire, please notify NBTA Central Office as soon as possible.

This will help us prepare for the provincial Retiring Teachers' Luncheon which will be held on Saturday, May 31st.

Developing Successful Schools (DSS)

July 8-11, 2008

Mount Allison University, Sackville, NB

Data-Driven Dialogue: Practical Strategies for Collaborative Inquiry

An Instructional Leadership Institute for Administrators of Atlantic Canada

Program Overview

Developing high standards and accountability for student success requires capacities for collaborative problem solving and planning with data. Improper data use can mislead groups, trigger denial or stimulate resistance to change. Through sustained inquiry in a supportive environment, adult groups build webs of commitment to action for school improvement. (See full overview in DSS brochure)

Our participants will:

- develop practical structures for using data to focus a group's attention and energy
- understand and apply a three-phase model for guiding data-driven dialogue and collaborative inquiry
- extend a repertoire of tools for mediating productive group learning, planning and problem solving

Institute Resource Person - Bruce Wellman

Bruce Wellman is co-director of MiraVia LLC. He consults and presents for school systems, professional groups and publishers throughout the United States and Canada, presenting workshops and courses for teachers and administrators on interactive/collaborative instruction, thinking skills development, learning-focused conversations for supervisors and mentors, presentation skills and facilitating collaborative groups. (See full biography in DSS brochure)

Registration/Fees

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

On-site check-in: Tuesday, July 8 (3:00 pm – 5:00 pm) in the Campbell Hall Foyer.

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

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

DSS 2008 Application Form

Name: _____ School District: _____

Address: _____ Postal Code: _____

Tel: (Office) _____ (Home) _____ (Fax) _____

(E-mail) _____ T-shirt size _____

Position: District Office () School Administrator () Other () Specify: _____

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

() Others \$400.00 \$ _____

Accommodations: _____ nights @ \$50.00 \$ _____

(All accommodations are singles) Dates Accommodations Required: _____

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

Lobster & Steak Banquet: Lobster? Yes ___ No ___ TOTAL \$ _____

NBTA members may register on-line at www.nbta.ca (Credit Card only)

Registration Deadline – June 2, 2008

Make cheque payable to the New Brunswick Teachers' Association

Mail to: Ardith Shirley, Director of Professional Development, P.O. Box 752, Fredericton, NB E3B 5R6

Tel. (506) 452-1740 Fax (506) 453-9795

Disability Awareness Week — June 1 - June 7, 2008

"Disability Supports Create Self-Sufficiency"

Activities for Disability Awareness Week are coordinated at the provincial level by the Premier's Council on the Status of Disabled Persons supported by a provincial Executive Committee. Disability Awareness Week covers all types of disabilities and all age groups in partnerships with any interested supporters.

This year a public Quiz Contest will be held in addition to other activities/contests. The grand prize will be an HP Notebook computer. Along with the Quiz Contest, which is also open to students and school staff, there will be the Walk and Roll events held at schools and other venues across the province which will have a number of free prizes to give away for registered events. Further information is available from the website: www.gnb.ca/0048



National Character Education Conference

"Schools that Shine with Character" is the 4th annual National Character Education Conference for teachers, counsellors, consultants, administrators, and support staff. The conference will take place on November 3 and 4, 2008 in Huntsville, Ontario.

Stephen Lewis, Michael "Pinball" Clemons and Dr. Hal Urban, experts on Character Education, will provide the keynote addresses. Further information is available from the website: www.ncec.ca

Helping Your Student with Juvenile Arthritis

Juvenile arthritis is a disease that occurs in children under the age of 16. The body's immune system stops working properly; the immune system attacks healthy tissues. What triggers this process is unknown. It causes inflammation (pain, stiffness and swelling) in one or more of the joints, which can lead to damage of the joint. There is no cure. It affects as many as 1 in 250 Canadian children under the age of 16.

The Arthritis Society invites you to contact us at 506-452-7191 (Fredericton), toll free at 1-800-321-1433; email info@nb.arthritis.ca or visit the website: www.arthritis.ca



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How He Got Started: www.vifprogram.com



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Teaching Positions in China 2008-09

► Shenzhen International School of Sino-Canada

Administrative Positions:

Elementary Vice-Principal
Middle/High Vice-Principal

Teaching Positions:

Montessori Certified Teachers - 18 months to 6 years
K-8 Homeroom Teachers
9-12 all Subjects
Art, BBT and Physical Education Specialists

Excellent Oral and Written English skills are required.

► Beijing Concord College of Sino-Canada, 10-12

► Shenzhen Concord College of Sino, 10-12

Subject areas: English, Social Studies, IT and ESL

You will live in Western accommodations and work with over 20 Canadian teachers. Applicants typically include recently retired teachers, recent Bachelor of Education graduates, and adventurous current staff.

General Eligibility:

Flexible, adventurous and vibrant Canadian Certified Administrators and Teachers, in good standing, holding a valid Canadian Provincial Teaching License or whose credentials have been recognized by a Canadian Provincial Department of Education are welcome to apply.

Applications and additional information online at: www.aei-inc.ca

Contact:

Alan Norman, General Manager, Atlantic Educational International Inc.,
1077 St. George Blvd., Suite 300, Moncton, NB E1E 4C9, Fax 856-2899, Email: china.program@gnb.ca

→ 45th NBTA Annual Bowling Tournament ←

**Where:**

Kingswood Bowling, Fredericton

When:

October 17-19, 2008

Limit:

20 teams (Max. 3 males per team, no limit for females)

Cost:

\$45.00 per player

Registration:

Make cheque for \$45.00 payable to "NBTA Bowling Tournament" and forward, with a list of your team members to:

Gary DiPaolo
271 Slope Road
Minto NB E4B 3G9



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April – Declutter

“Declutter Your Life”

Did You Know?

Enough

Look at the damage that this word does to all of us.

1. I don't have ENOUGH time! When we believe this lie, we stop dead in our tracks and do nothing!
2. I don't have ENOUGH help around the house! Set the example in love, you will have the help.
3. I don't have ENOUGH appreciation from my family for what I do! Do it for you and it won't feel like you are unappreciated.
4. I don't have ENOUGH money! Say no to buying more clutter! This goes for fast food, yard sales and department store sales.
5. I don't have ENOUGH storage! Clutter takes over space. Have things around you that you love.
6. I don't have ENOUGH supplies! Do what you can with what you have, where you are.
7. I don't have a house that is big ENOUGH! Clutter has taken over!
8. I don't get ENOUGH respect! Respect yourself first.
9. I can't dress well because I don't have ENOUGH clothes. We only wear a few items in our closets anyway. Clean out/donate clothes that don't fit.
10. I don't have ENOUGH energy! Start with simple morning baby-step routines and evening routines to declutter 15 minutes a day.



— www.flylady.net

Suggested Activity from the Binder

Molly Maid Draw



Suggested Website from the Binder

Michael Kerr – www.mikekerr.com



A Touch of Humour

“I see humour as food. An adequate share of humour and laughter represents an essential part of the diet for the healthy person.”



— Norman Cousins

Upcoming Events — May 2008

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2 Ballots Returned to Central Office	3
					Council Day	
4	5	6	7 Counting of NBTA Ballots	8	9 NBTA Executive	10 NBTF Executive
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29 NBTA AGM (Evening Only)	30 NBTA AGM	31 NBTA AGM Post AGM Board Retiring Teachers' Luncheon



Wilmot United Church
presents

"The Sacred Balance" May 2 & 3, 2008

Keynote: David Suzuki
(May 2, 2008, 7:30 PM)

Featured Speakers:

- Dr. Heather Eaton, Associate Professor of Theology, St. Paul University
- Dr. Michael Higgins, President and Vice Chancellor, St. Thomas University
- Elizabeth Weir, President and Chief Executive Officer, Energy Efficiency and Conservation Agency of New Brunswick

Special Pricing for Schools for the
2-day event, including Keynote:

Teachers: \$99 Students/Interns: \$50

Purchase your tickets at:
Wilmot United Church
473 King Street, Fredericton
506-458-1066

For more information, visit:
www.wilmotuc.nb.ca/seminar08.htm

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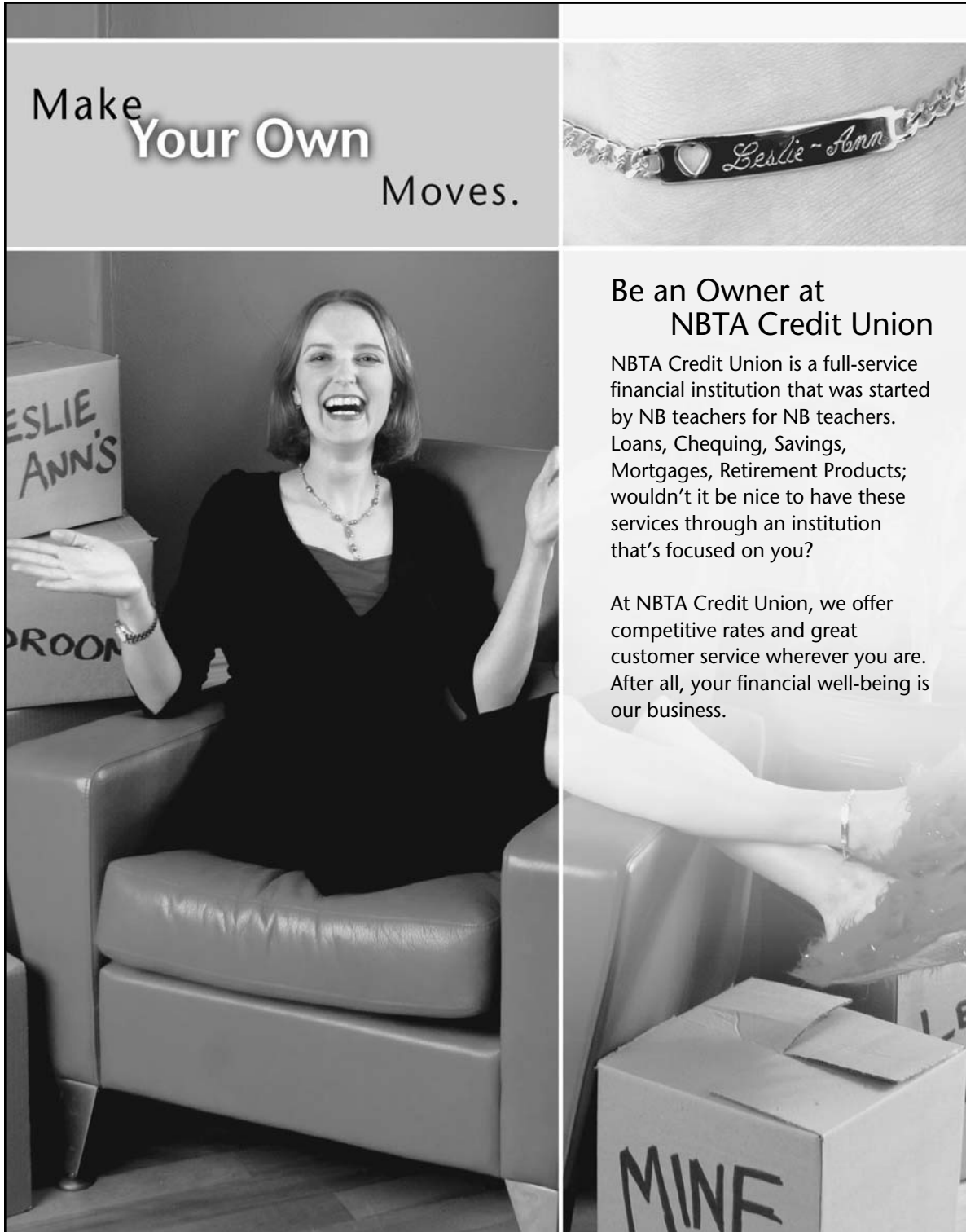
Home and auto insurance policies are primarily underwritten by Unifund Assurance Company. Unifund and Johnson Inc. share common ownership. AIR MILES® reward miles awarded on regular home and auto insurance policies underwritten by Unifund Assurance Company. One AIR MILES reward mile is awarded for each \$20 in premium paid. Certain conditions may apply. *Trademarks of AIR MILES International Trading B.V. Used under license by Loyalty Management Group Canada Inc. and Johnson Inc. (for Unifund Assurance Company). Contest runs from March 1 to December 1, 2008. No purchase necessary. Skill-testing question required. (See www.johnson.ca/nbtf for details.) MVM,MAC,Feb08

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**Be sure to visit the NBTA Credit Union booth
on Council Day, May 2, 2008!**

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

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UNION**

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E-mail: nbtacu@nbnet.nb.ca • Web: <http://www.nbtacu.nb.ca>
Hours: Monday to Friday, Telephone Service 8:30 am - 4:30 pm
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