

# NB

April 27, 2005  
Vol. XLVII, No. 8

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# News



**New Brunswick Teachers' Association**

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**Final Copy Deadline  
For NBTA News:  
Monday, May 30**



## Branch Resolutions to Annual General Meeting May 26-28, 2005

1. BE IT RESOLVED that the NBTA, through NBTF, seek changes in the funding formula used by government to reflect the unique nature of small rural schools and allow such schools a greater degree of flexibility with respect to FTE staffing complements and programme offerings.

**Rationale:** With the universal application at the provincial level concerning the provincial funding formula (FTE staffing), consideration must be given to the unique nature of small rural schools and staffing complements. Funding formulae deal with economy of scale and the application of such a formula to small rural schools restricts flexibility, programme offerings and results in combined classes and multiple responsibilities with staff [i.e., crossover in grade levels (middle/high/elementary)], teaching administrators and guidance personnel, etc.

2. BE IT RESOLVED that the NBTA lobby the school districts and Department of Education for adequate textbooks and basic teaching materials for all courses.

**Rationale:** There is an ever-changing curriculum in New Brunswick. New courses are being offered, new

resources and textbooks are being implemented. Often, the first year allocation is not sufficient to cover the number of students in subsequent years. Budgets are not sufficient to purchase necessary additional resources. We need the resources to do our jobs without the stress of trying to find them.

3. BE IT RESOLVED that the NBTA lobby the Department of Education to ensure that in the event of the death of a non-retired teacher and out of respect for that teacher, that the school where that teacher taught be closed on the day of that deceased teacher's funeral.

**Rationale:** The death of a teacher has a great impact on the staff and students. Many would want to attend the funeral. This is practical only if the school is closed. Even if interested teachers are allowed to go and substitutes are provided, the resulting level of instruction is limited.

4. BE IT RESOLVED that the NBTA petition the Government to make it more feasible for teachers to transfer between districts.

**Rationale:** 'B' contract teachers who may wish to move within the

province currently must take a leave of absence from one district to take either a 'B' or 'D' in another district. Rarely does a 'B' contract teacher from one district become a 'B' contract teacher in the new district. Teachers who are successful with getting 'D' positions in other districts remain on leave in their original district so their 'B' position remains unavailable for other new teachers in that district. These teachers do not wish to give up their 'B' in the original district unless they are successful in receiving a 'B' in the second district.

5. BE IT RESOLVED that the NBTA lobby the Department of Education to provide schools and teachers with up-to-date computer hardware and software.

**Rationale:** Teachers constantly receive e-mails, attachments and information from District Office and the Department of Education (and sometimes even school administrators) that they cannot open or read. Classroom computers often have lower computing capabilities than the newer hardware in the offices sending the information.

6. BE IT RESOLVED that the NBTA increase the minimum operating grant paid to branches from \$1,200 to \$2,000 (By-law 5(d)).

**Rationale:** By-law 5(d) was last amended in 1988. The funds needed to operate branches have increased substantially in the past 17 years if one considers transportation costs, administrative costs, meetings, other services to teachers, and events for teachers. Some of these events include a fee or cost for teacher participation (retirement dinners, for example). Even with fees collected, it is difficult for smaller branches to operate effectively within the present operating grant allotted.

7. BE IT RESOLVED that the NBTA/NBTF request a Department of Education protocol requiring the school-level administrator, immediately following an accusation pursuant to Policy 701 against a teacher, to ask the

teacher in question to explain his or her side of the issue, before a district-level investigation is initiated.

**Rationale:** Accusations against a teacher in relation to Policy 701 can be devastating to the teacher, *particularly when the accusation is unfounded*, leaving the teacher feeling betrayed, vulnerable and unsupported. District-level inquiries, being impersonal and bureaucratic in nature, can render the process traumatic and incapacitating to the teacher. School-level administrators need guidance and direction in dealing with such accusations. Unfounded accusations may be detected quickly, preventing unnecessary and incapacitating grief.

8. BE IT RESOLVED that principals contact certified teachers for substitute work before local permit holders.

**Rationale:** Certified teachers have gone to university and are trained to be teaching in the classroom. They need the experience in order to help them when they find a job. Students deserve to be taught by certified and trained professionals whenever possible.

9. BE IT RESOLVED that the NBTA continue to lobby, through both liaison and collective agreement channels, for two discretionary days to be allocated for teachers' use.

**Rationale:** Teachers, as professionals, often have conflicts between personal, community, and family commitments. Unlike other professionals, teachers have no flexibility with arranging vacation days to deal with such issues.

10. BE IT RESOLVED that the NBTA lobby the government to issue a contract to a substitute teacher for a long-term maternity leave from the first day of the leave, rather than on the first day of the 7th month.

**Rationale:** The current Public Service Labour Relations Act does not consider substitute teachers

hired for less than 6 months to be 'employees'. Substitute teachers are not normally assigned contract D's until the first day of the 7th month. Substitute teachers who take a long-term supply position for a maternity leave, however, are often going to be working well beyond the 6-month timeframe. As long-term substitutes, they assume full responsibility for the planning, teaching, supervision, and reporting to parents, and should be paid accordingly.

11. BE IT RESOLVED that the NBTA lobby the provincial government to increase the amount of discretionary funding to districts with respect to Article 24.03.

**Rationale:** Currently, our collective agreement, Article 24.03, allows superintendents, or designates, to fund extra clerical time during "peak load" times. With the new Elementary Report card being almost exclusively anecdotal, this extra clerical funding is critical.



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Brian Bawn

*Brian Bawn*

## FRUSTRATION – The “f” Word

It is April 8.  
Teachers are frustrated. They are frustrated about the length of time it is taking to get a collective agreement. They are frustrated with the apparent lack of respect they are receiving from the government. They are frustrated at having to take labor action to get a fair settlement in the context of today's classroom and professional responsibilities.

### Why Intermediate Sanctions?

Teachers gave a strike mandate to their negotiating committee to get a fair settlement. So why, many ask, have we done other pre-strike activities? The answer is simple. Each activity increases the pressure to get an agreement.

Teachers are limited in the amount of financial pressure they can bring on the employer. Unlike most private sector situations, strikes in the public sector save the employer money.

However, this government has repeatedly expressed its political interest in supporting education. Decisions on all matters are political, so the first action was to write letters to the MLA's to amplify the level of frustration teachers feel, and to give the message that the political support for education in the public expects a fair settlement.

The second activity, the 60-minute duty-free lunch and withdrawal from Committees, was designed to create some public momentum while minimizing the interruption of services to students. It worked. Both the announcement of the steps and the actual implementation created more

movement in the negotiations. It also showed how much importance government places on instruction by its reaction to shorten the instructional day.

The withdrawal of voluntary services was based on similar logic and had similar affects on negotiations. Unfortunately, as with all sanctions, no one is left unaffected. Teachers, parents, students, and government all feel the pressure of these actions.

### The Goal

In spite of our frustration, let's remember the goal – to reach an agreement which is acceptable to the majority of teachers. The success or failure of the package will be determined by the total package. At some point in time, the parties will be close enough for the team to recommend an agreement to the NBTF Board of Directors. If they agree, teachers will be asked to ratify it.

We will eventually get where we need to be and my prayer is that it will be sooner rather than later. One thing I do know is that if we remain united we will successfully resolve this sooner. I thank you for your comments and suggestions and especially your confidence and support; they are much appreciated.

To all my friends at MGT, thanks for the thoughtful card and supportive comments. It arrived at a very important time and reminded me of all of my school family and how much I'm looking forward to coming back next year and working with everyone.

# Report on Branch Resolutions to Annual General Meeting 2004

## Adopted

1. BE IT RESOLVED that the NBTA continue to lobby, through both liaison and collective agreement channels, for discretionary days to be allocated for teachers' use.

### Response from NBTF

This will be included in the file on submissions in view of the next round of bargaining.

7. BE IT RESOLVED that NBTA lobby with all stakeholders to make changes to Policy 701 a top priority so that it is not so vague and open to potential abuse.

### Response from Department

"As you know, Policy 701 has now been revised, effective November 2004, with extensive consultation from the NBTA and AEFNB. I trust that the changes made have had the intended effect."

### Comment

NBTA is confident that many of the changes to Policy 701, such as: the removal of Category III, duty to keep the respondent informed of the status of a complaint and the duty to formally inform the respondent of a complaint; are positive. We are still concerned that the changes have not been well communicated throughout the system, and we will continue to monitor Policy 701 complaints and communicate concerns as they arise.

9. BE IT RESOLVED that the provincial NBTA strongly lobby the Department of Education to define clearly the role of the resource teacher, to ensure that the resource teacher can work directly with students.

### Response from Department

"The classroom teacher is the primary teacher for all students in the classroom. The role of the

Methods and Resource teachers of the province has always been to work with students, based upon provisions of a student's (or students') Special Education Plan. Thus, there is certainly a role for the Methods and Resource teacher to work with individual students, small groups, or indeed, the entire class, depending upon the needs of the students within the classroom. I am informed that resource teachers work with all students who require intervention, which is as it should be."

### Comment

We will seek further clarification of the Department's position and raise this as a concern when we present to Dr. Wayne MacKay's inquiry into the inclusionary practices.

10. BE IT RESOLVED that the provincial NBTA continues to lobby vigorously the Department of Education and the provincial government on the issue of the classroom composition.

### Response from Department

The Department of Education recognizes the issue of classroom composition and has made it an action item under the Quality Learning Agenda. The Department of Education and the Government of New Brunswick have arranged for an independent review of Inclusive Supports for Education, currently underway, with extensive consultations from a diverse array of stakeholders, including the NBTA. We know that issues related to classroom composition are among the variables currently being studied as part of this review. We further expect that the recommendations that emanate from this review will improve our present system.

### Comment

NBTA is preparing a comprehensive brief to be submitted to Dr. Wayne MacKay for his review of Inclusive

Supports for Education. As well, the issue of class composition is a major issue during this round of bargaining with government.

## Adopted in an Amended Form

3. BE IT RESOLVED that NBTA seek, through the NBTF Committee on Terms and Conditions of Employment, an addition to Article 36.05 to include the graduation of a son or daughter/partner from a high school/post-secondary institution.

### Response from NBTF

This will be included in the file on submissions in view of the next round of bargaining.

## Referred to the NBTA Executive

2. BE IT RESOLVED that the NBTA exert pressure on the government to ensure that in the case of Policy 701 investigations, once the investigation is concluded and the teacher has been found innocent, the case is to be considered closed and not be reopened.

### Response

The NBTA Executive continues to press this issue with the Department of Education.

## Resolution from the floor which received a 2/3 majority vote to reach the floor and was adopted

- 9) BE IT RESOLVED that NBTA lobby the Department of Education to reinstate Instructional Resources Services.

### Response from Department

The Department of Education, as part of the review of programming and services, determined that the usage of instructional resources and

the funding allocated would be more efficiently used by reinvesting in the classroom. Although there have been some minor concerns in the transition process, improvements to the process are ongoing and textbooks and resources did arrive at classrooms in a more efficient and

timely manner. The audio visual sector of instructional resources was used by only a limited number of educators in a few districts. At this point, all audio-visual materials have been successfully placed in schools and districts.

*Comment*  
NBTA continues to lobby the Department to find a way to replace this service to teachers.

## Recommendations from NBTA Board of Directors

### 1. Review of 5-year AGM Policy Statements

That we recommend to the Annual General Meeting 2005, reaffirmation of policy as outlined below:

Policy No.	Year of Adoption	Current Policy	Recommendation
231	1984 Amended: 2000	NBTA/Beaverbrook/Hagerman Interest-Free Loan Fund The loan fund shall be maintained at a level which will permit the awarding of at least \$15,000 per year.	Reaffirm

### 2. Code of Professional Conduct

That we recommend to the Annual General Meeting that the Code of Professional Conduct and Standards be revised to add new section 2 as follows:

#### 2. Stay of Proceedings in Extenuating Circumstances

(a) At any time from the receipt of the written notice of complaint to the commencement of a hearing at the provincial level, the Executive Director of the New Brunswick Teachers' Association has the authority to stay proceedings until the next regularly scheduled meeting of the Provincial NBTA Executive Committee. The Executive Committee may then determine if the stay of proceedings should continue. If the stay is continued, it will be reconsidered at each subsequent meeting of the Executive Committee until the stay is lifted.

(b) This procedure may be invoked in cases where either the complainant or the respondent is required to appear before, or is being investigated by the Employer or other authority due to a potential breach of Department policy, a provincial statute, or federal statute including the Criminal Code of Canada.

### 3. Proposed Budget for 2005-2006

That the proposed budget for 2005-2006 be recommended to the Annual General Meeting.

### 4. NBTA Dues

That we recommend to the Annual General Meeting that the NBTA dues for 2005-2006 remain at \$549.00.

### 5. Line of Credit

That we advise members and the Annual General Meeting that a fee will need to be collected in 2005-2006 to repay a line of credit established by the Federation Board of Directors for extraordinary expenses incurred through negotiations. The amount will be set following completion of negotiations and collected either through a special levy or regular dues.

# So, what do you get for \$549.00?

By Melinda Cook,  
Director of Curriculum and Finance



**T**he bottom line of the NBTA budget for 2005-2006 is just over two million dollars. Almost all of this money is generated from the collection of membership dues. Every statutory member (working over 33% of the time) contributes five hundred and forty-nine pre-tax dollars per year to pay for the services and programs of the NBTA. When we, here in the NBTA Finance Department, create a plan to spend the Association's money, we think not about what the two million dollars buys us, but rather about what the five hundred and forty-nine dollars buys you. For us, it is not enough to know that NBTA has the lowest dues of any teacher organization in Canada. We also want to ensure that you are getting the best value in Canada for your money.

So, what do you get for \$549.00?

Given the focus of the Association and Federation on negotiations for the last nineteen months, the first service that comes to mind is a bargaining team that works diligently to obtain a satisfactory settlement that will include improvements in working conditions and salaries. I can remember thinking as a young teacher that I was glad someone else was negotiating for me – I was sure that I would not do much of a job of negotiating for myself.

Little did I realize then that not only was there a bargaining team that works to obtain a collective agreement, but also a team who then works to ensure the terms of the contract are not violated. Further, if that Federation team becomes aware that the contract has been violated, they work to have the violations removed. If, despite the intervention of the team, the violating conditions are not

changed, the team may then grieve the violation. These services are just some of those that you buy for the \$162.80 you contribute to the Federation.

The next group that gets a share of your \$549.00 is a council. You are contributing \$12.00 per year to the Elementary, Middle, or High School Council. Among the programs and services being provided by Councils are educational improvement grants (up to \$ 400.00 per member in a three year period), developing

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***Your dues money provides the funding for a variety of programs, and allows you to employ a small team of people who work only to improve your working conditions...***

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institutes on topics ranging from physical education to mathematics, and organizing the council day workshops usually held in May.

The last external group to receive a portion of your dues is the Canadian Teachers' Federation. The \$20.30 you each contribute to CTF allows you to have a national voice in education. Recently CTF fought the attempt to have Section 43 of the Criminal Code overturned. This section has a profound impact on teachers for it is this regulation that provides protection for a teacher in the event that a student must be restrained or physically removed from an area to protect themselves or others. This is an example of an absolutely critical service provided to you by CTF.

The remaining dollars, \$353.90, are contributed to the NBTA General Operating Fund, and are disbursed from there. Like the budgets of all non-profit service organizations, a significant portion of the NBTA budget is spent on staff salaries. Simply put, NBTA staff is paid to provide service to members. In some cases, specific programs are in place; in others, service is simply provided to individuals as needed.

For example, as our Director of Teacher Welfare Services, Larry Jamieson schedules several large pension workshops in different areas of the province every year. Hundreds of teachers attend these information sessions. However, Larry also meets with hundreds of teachers individually each year to discuss pension issues, the purchase of service, or disability provisions. At some point in their careers, virtually all NBTA members would be served directly by the Teacher Welfare department.

A second department that would directly serve all NBTA members would be the Professional Development department. A case in point would be the thousands of members who benefited this fall from the work of Nancy Roach and her team during *Learning Today – Teaching Tomorrow* on November 12th. Further, despite having a packed schedule of workshops, and school and district-based professional development sessions, Nancy also has hundreds of conversations each year in which she provides guidance and aid to teachers with certification and other professional development issues.

Other NBTA departments are not structured to provide as much direct service to members, but rather to work behind the scenes. My

department, the Finance and Curriculum areas, form one such entity. Much of the financial work of my department involves the support of other initiatives. For example, I was responsible for the financial aspects of *Learning Today – Teaching Tomorrow*. My work in the area of curriculum involves anything ranging from extensive research to meetings with government officials concerning the improvement of working conditions for teachers, and learning conditions for students. Because so much of my work requires indirect support, it is a real treat for me to directly serve members through Money Management workshops, or to be invited to present to members on curricula or financial issues.

The Communications Department also often serves members indirectly. Although individual and small group meetings do occur, much of the work of this Department is done in mass. As Director of Communications, Jim Dysart crafts the messages that will appear in the media, as well as the messages that are delivered to political contacts. His team is responsible for the creation and delivery of the *NBTA News*, the primary means of communication for the organization. Jim's expertise in the area of the Code of Ethics is rarely called upon, but when it is, the members being served by him are particularly appreciative of his deft handling of difficult situations.

Bob Fitzpatrick, our Executive Director, is also known for his deft handling of difficult situations. It is Bob who receives the phone calls when members are faced with legal problems arising from employment. Having paid legal bills totaling thousands of dollars on your behalf, I know that such legal problems are not only emotionally devastating, but would also be financially devastating, if not for the legal assistance program of the NBTA. Thankfully, few members require this service, but for those who do, it can truly be life-saving.

To this point, I have mentioned only the five professional NBTA staff. You also employ one politician – your President, the official

spokesperson for the organization. Your current President, Brian Bawn, often divides his time fairly equally between gathering and disbursing information. The information gathering is conducted through conversations with teachers. These conversations occur through committee meetings, in branch

Carlene Merrick, Christy Price, Faye Sweezey, and Karen Vautour – work very hard to ensure NBTA programs are top quality, and NBTA services are always individualized and professionally presented. These are the support staff who work behind the scenes to ensure that the Annual General Meeting runs seamlessly, that the Retiring Teachers' Luncheon is flawlessly arranged, that DSS is impeccably organized, and that the NBTA News draws the attention of not only members, but that of government and media as well.

Although this is far from a comprehensive list, I have attempted to highlight some of the programs and services made possible by your contribution of five hundred and forty-nine dollars. Your dues money provides the funding for a variety of programs, and allows you to employ a small team of people who work only to improve your working conditions, and to support you professionally in any manner they are able.

For a more complete explanation of what \$549.00 buys you, please carefully examine the following proposed budget.

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***... the first service that comes to mind is a bargaining team that works diligently to obtain a satisfactory settlement...***

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meetings, during visits to schools, and via phone calls and e-mails. Your President wants to hear from you, because he in turn must accurately reflect the views of the membership in his dealings with government, other organizations, and the media.

The remaining eight staff members – Tina Banks, Loretta Clarke, Judy Deveau, Erna Leger,

**ONLY  
30  
SPACES!**

**CONTACT  
2005**

**“Great Teaching: A Question of Balance”**  
**August 14-17 – University of Prince Edward Island,  
 Charlottetown, PEI**

**Registration deadline: May 11, 2005 Fee: \$190.00**

**Please send application form to:  
 Nancy Roach, NBTA Director of Professional Development,  
 P.O. Box 752, Fredericton, NB, E3B 5R6  
 Fax: (506) 453-9795**

**DO NOT SEND APPLICATION FEE.  
 SUCCESSFUL APPLICANTS WILL BE CONTACTED.**

# NEW BRUNSWICK TEACHERS' ASSOCIATION AGM 2005 PROGRAM

<u>TIME</u>	<u>EVENT</u>	<u>LOCATION</u>
<b><u>THURSDAY, MAY 26, 2005</u></b>		
6:30 p.m.	Registration of Delegates (until 9:30 p.m.)	<b>TERRACE -- RAMADA HOTEL</b>
8:00 p.m.- 9:00 p.m.	Session for 1 <sup>st</sup> Time Delegates/Directors	
8:00 p.m.	Informal Reception (Cash Bar)	
<b><u>FRIDAY, MAY 27, 2005</u></b>		
8:30 a.m.	<b>Plenary Session</b> a) Call to Order b) Opening Remarks & Announcements c) Adoption of Minutes of 2004 AGM d) Report of Action on Resolutions of 2004 AGM e) President's Message	<b>NBTF Building</b>
10:00- 10:15 a.m.	<b>Nutrition Break</b>	
10:15 - 10:30 a.m.	Introduction of Budget	
10:30 – 11:30 a.m.	<b>Presentation – Minister of Education</b>	
11:30 - 1:00 p.m.	<b>LUNCH</b>	<b>HILLTOP (Prospect Street)</b>
1:00 - 2:00 p.m.	Committee of the Whole - <b>NBTF Report</b>	
2:00 - 2:45 p.m.	Committee of the Whole - <b>Budget Discussion</b>	
2:45 - 3:00 p.m.	<b>Nutrition Break</b>	
3:00 - 4:30 p.m.	Board of Directors' Recommendations Branch Resolutions	
6:00 p.m.	<b>Reception</b>	<b>RAMADA HOTEL</b>
7:00 p.m.	<b>Annual Dinner</b> Presentation of ALIANT AWARD	
<b><u>SATURDAY, MAY 28, 2005</u></b>		
8:30 a.m.	Report of Executive Director	<b>NBTF Building</b>
9:30 -10:15 a.m.	Branch Resolutions (Continued)	
10:15 -10:30 a.m.	<b>Nutrition Break</b>	
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.	<b>Retiring Teachers' Luncheon</b> a) Presentation of Honorary Membership Certificates b) Greetings c) Presentation of Centennial Award	<b>AITKEN CENTRE UNB CAMPUS</b>
2:30 p.m.	<b>Post AGM Board Meeting</b> a) Election of Executive Committee b) Other Business	<b>NBTF Building</b>



**NBTA BUDGET 2005-2006**  
**AS RECOMMENDED TO THE ANNUAL GENERAL MEETING BY THE NBTA BOARD OF DIRECTORS**  
**May 27 & 28, 2005**

Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION
<b>G O V E R N M E N T</b>						
6096	Administrative Salaries	\$ 465,280.00	\$ 470,297.00	\$ 470,297.00	\$ 473,412.00	Proposed cost is based on formula adopted by Board of Directors January 2001, and includes increments.  Five Administrative Staff Members.
6097	Secretarial Clerical & Casual Salaries	\$ 250,795.00	\$ 307,386.00	\$ 298,490.00	\$ 292,645.00	Support Staff salaries based on formula adopted by Board. Subject to experience increments, plus scheduled salary increases.  Support Staff \$ 292,645.00 Overtime & Casual Help \$ -
6098	Staff Travel, Meals and Accommodations	\$ 64,835.00	\$ 70,286.00	\$ 70,286.00	\$ 67,638.00	Accommodations & Meals \$ 18,639.00 Auto Expenses - In Province 100,600. kms. @ .33 \$ 34,980.00 Regional & National Meetings Pension Officers \$ 1,980.00 National Secretaries' Meeting \$ 1,200.00 CEPA \$ 1,160.00 Atlantic PD Officers (3) \$ 3,114.00 CAPTO \$ 1,010.00 Atlantic Editors (3) \$ 1,780.00 Other/National \$ 1,350.00 Other/Regionals \$ 2,425.00
6099	Accident Insurance Premium	\$ 2,410.00	\$ 2,448.00	\$ 2,599.00	\$ 2,671.00	Coverage: Directors, President & Administrative Staff, 24-hour coverage. Committee members, AGM Delegates, Alternate 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.
6000	President's Salary	\$ 110,791.00	\$ 106,829.00	\$ 106,829.00	\$ 111,280.00	1,715 of Certificate VI, 24.5 month Contract - subject to salary increases as per Teachers' Collective Agreement.  Authority: Board of Directors, Jan./94
6001	President's Travel, Meals and Accommodations	\$ 16,556.00	\$ 18,841.00	\$ 18,841.00	\$ 28,700.00	Meals & Accommodations \$ 6,400.00 Auto Expenses: 14,000 kms @ \$.33 \$ 4,620.00 Rental Allowance \$ 8,280.00 Other Expenses \$ 1,000.00 Moving \$ 6,000.00 V. P. Expenses \$ 2,400.00  Authority: Policy #261: January 1994.
6002	Executive Committee	\$ 16,270.00	\$ 23,187.00	\$ 19,000.00	\$ 23,589.00	10 Meetings Rooms (9 x 4 x \$73.60 )+ (9 x 7 x \$73.60) \$ 7,286.00 Travel (Ave. 19,573 kms @ \$.33) \$ 6,459.00 Meals (\$46 x 7 x 10) \$ 3,220.00 (\$31 x 4 x 10) \$ 1,240.00 Nutrition Breaks \$ 605.00 Storm-Stay \$ 284.00 August Meeting (2.5 days) \$ 4,495.00
6003	Board of Directors	\$ 40,571.00	\$ 44,849.00	\$ 44,849.00	\$ 45,812.00	Travel 31,924 kms. @ \$.33 \$ 10,535.00 Meals (\$93 x 3 x 35) \$ 9,765.00 Accommodations (30 x 9 x \$73.60 ) \$ 19,872.00 Nutrition Breaks \$ 1,060.00 Supply Costs \$ 240.00 Storm Stay \$ 3,510.00 \$ 830.00

Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION																																																
6004	Annual General Meeting	\$ 33,840.00	\$ 38,036.00	\$ 38,036.00	\$ 43,270.00	<p>54 Delegates; 32 Directors; 8 Staff; 1 Committee; 2 Exchange; 3 Past Presidents (Thurs. p.m., Friday &amp; Saturday)</p> <table border="0"> <tr><td>Travel (20,000 kms. @ \$.33)</td><td>\$</td><td>6,600.00</td></tr> <tr><td>Meals (100 x \$42)</td><td>\$</td><td>4,200.00</td></tr> <tr><td>Accommodations (91 x 2 x \$73.60)</td><td>\$</td><td>13,395.00</td></tr> <tr><td>Flowers</td><td>\$</td><td>360.00</td></tr> <tr><td>Nutrition Breaks</td><td>\$</td><td>2,000.00</td></tr> <tr><td>Hosting</td><td>\$</td><td>350.00</td></tr> <tr><td>Miscellaneous</td><td>\$</td><td>220.00</td></tr> <tr><td>AGM Dinner (166 x \$40 inc. Tax &amp; Gratuity)</td><td>\$</td><td>6,640.00</td></tr> <tr><td>Reception</td><td>\$</td><td>780.00</td></tr> <tr><td>Luncheon + Transportation</td><td>\$</td><td>1,350.00</td></tr> <tr><td>Supply Teachers</td><td>\$</td><td>5,000.00</td></tr> <tr><td>Room &amp; Equipment Rental</td><td>\$</td><td>1,000.00</td></tr> <tr><td>Entertainment (Dance)</td><td>\$</td><td>375.00</td></tr> <tr><td>PR - Souvenirs</td><td>\$</td><td>1,000.00</td></tr> </table> <p>A decrease in the above costs may be realized if delegates and directors travel together, share rooms, and do not require supply teachers.</p>	Travel (20,000 kms. @ \$.33)	\$	6,600.00	Meals (100 x \$42)	\$	4,200.00	Accommodations (91 x 2 x \$73.60)	\$	13,395.00	Flowers	\$	360.00	Nutrition Breaks	\$	2,000.00	Hosting	\$	350.00	Miscellaneous	\$	220.00	AGM Dinner (166 x \$40 inc. Tax & Gratuity)	\$	6,640.00	Reception	\$	780.00	Luncheon + Transportation	\$	1,350.00	Supply Teachers	\$	5,000.00	Room & Equipment Rental	\$	1,000.00	Entertainment (Dance)	\$	375.00	PR - Souvenirs	\$	1,000.00						
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6010 to 6037	Committees	\$ 26,999.00	\$ 33,976.00	\$ 31,588.00	\$ 33,700.00	<p>The following costs are based on 2004-05 geographic distribution of Committee members. Does not include cost of supply teachers if required. Appointment of Committee takes place July-September, 2005. Geographic location of members and tasks assigned will have bearing on costs. <b>P-Provincial / R - Regional</b></p> <table border="0"> <tr><td>Centennial (P)</td><td>\$</td><td>900.00</td></tr> <tr><td>Curriculum (P)</td><td>\$</td><td>1,800.00</td></tr> <tr><td>Finance (P)</td><td>\$</td><td>1,950.00</td></tr> <tr><td>Teach/Learn Conditions (R)</td><td>\$</td><td>1,300.00</td></tr> <tr><td>Nominating (P)</td><td>\$</td><td>1,500.00</td></tr> <tr><td>Pension (R)</td><td>\$</td><td>1,100.00</td></tr> <tr><td>Prof. Cond. &amp; Standards (P)</td><td>\$</td><td>400.00</td></tr> <tr><td>Professional Development (P)</td><td>\$</td><td>2,300.00</td></tr> <tr><td>Equity in Education (P)</td><td>\$</td><td>950.00</td></tr> <tr><td>Public Relations (R)</td><td>\$</td><td>1,100.00</td></tr> <tr><td>Resolutions (R)</td><td>\$</td><td>100.00</td></tr> <tr><td>Teacher Ed &amp; Cert. (R)</td><td>\$</td><td>1,750.00</td></tr> <tr><td>CTF Advisory (P)</td><td>\$</td><td>6,450.00</td></tr> <tr><td>In-School Administration (P)</td><td>\$</td><td>6,900.00</td></tr> <tr><td>Classroom Management &amp; Discipline (P)</td><td>\$</td><td>1,500.00</td></tr> <tr><td>Ad Hoc Committees/External Committees (R)</td><td>\$</td><td>3,700.00</td></tr> </table>	Centennial (P)	\$	900.00	Curriculum (P)	\$	1,800.00	Finance (P)	\$	1,950.00	Teach/Learn Conditions (R)	\$	1,300.00	Nominating (P)	\$	1,500.00	Pension (R)	\$	1,100.00	Prof. Cond. & Standards (P)	\$	400.00	Professional Development (P)	\$	2,300.00	Equity in Education (P)	\$	950.00	Public Relations (R)	\$	1,100.00	Resolutions (R)	\$	100.00	Teacher Ed & Cert. (R)	\$	1,750.00	CTF Advisory (P)	\$	6,450.00	In-School Administration (P)	\$	6,900.00	Classroom Management & Discipline (P)	\$	1,500.00	Ad Hoc Committees/External Committees (R)	\$	3,700.00
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6038	Centennial Award	\$ 1,756.00	\$ 1,850.00	\$ 1,850.00	\$ 1,800.00	<table border="0"> <tr><td>Award</td><td>\$</td><td>1,500.00</td></tr> <tr><td>Pin, Tray &amp; Engraving</td><td>\$</td><td>300.00</td></tr> </table> <p>Authority: Policy #723 January, 1998.</p>	Award	\$	1,500.00	Pin, Tray & Engraving	\$	300.00																																										
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6039	Family Care Expenses	\$ 160.00	\$ 400.00	\$ 150.00	\$ 400.00	<p>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:</p> <p>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.</p> <p>Authority: Policy #25 January, 1997.</p>																																																
6041	CTF Fees	\$ 105,583.00	\$ 105,357.00	\$ 105,925.00	\$ 107,952.00	5190 @ \$20.80																																																
6050 to 6070	Conferences	\$ 18,296.00	\$ 25,000.00	\$ 20,000.00	\$ 25,000.00	This item represents the cost of sending NBTA representatives to Conferences approved by the Board of Directors or Executive Committee. Policy 643 reaffirmed by: Board of Directors: October 2000.																																																
6075	Election Expenses	\$ 5,108.00	\$ 5,255.00	\$ 8,425.00	\$ 6,640.00	<p>This item provides funds not exceeding \$1000 for each candidate running in the Presidential &amp; Vice-Presidential election, and a Candidates' Orientation Meeting.</p> <table border="0"> <tr><td>4 x \$1000</td><td>\$</td><td>4,000.00</td></tr> <tr><td>Orientation</td><td>\$</td><td>300.00</td></tr> <tr><td>Supply Teachers</td><td>\$</td><td>2,340.00</td></tr> </table> <p>Authority: Policy # 154: January 1998.</p>	4 x \$1000	\$	4,000.00	Orientation	\$	300.00	Supply Teachers	\$	2,340.00																																							
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<b>NON - DEPARTMENTAL</b>																																																						
6100	Donations and Grants	\$ 1,370.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	This item includes donations and grants made to provincial organizations in which N.B. Teachers may be directly included. Subject to guidelines established by the Executive Committee. The maximum grant is \$500. Also includes an annual grant of \$1000 to the Children's Wish Foundation of N.B.																																																

Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION																
6101	Research	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Provides NBTA and NBTA Committees resources to conduct research into topics of current concern as directed by the Board of Directors and Executive.																
6102	Entertainment of Guests	\$ 310.00	\$ 500.00	\$ 500.00	\$ 500.00	This item allows the President, Staff, Executive Committee and Directors to host visitors from CTF, other Teacher organizations, National, Provincial and International organizations when they visit the NBTA Offices.																
6103	Staff Retirement Allowance Fund	\$ 75,000.00	\$ 25,000.00	\$ 25,000.00	\$ 20,000.00	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 February 28, 2005, Fund stands at \$223,565.75  Authority: Policy #833 - January 1998.																
6104	Project Overseas I	\$ -	\$ 9,910.00	\$ 9,910.00	\$ 9,910.00	This item represents our cost in sponsoring one teacher for the CTF Project during July & August. The NBTA 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.																
6105	Retiring Teachers' Luncheon	\$ 26,210.00	\$ 28,375.00	\$ 28,375.00	\$ 29,635.00	This account includes the cost of the Luncheon for Retiring Teachers, AGM Delegates, Directors, MLA's, invited guests and Administrative Staff.  <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Flowers</td> <td style="text-align: right;">\$ 2,620.00</td> </tr> <tr> <td>Rental</td> <td style="text-align: right;">\$ 3,250.00</td> </tr> <tr> <td>Photos</td> <td style="text-align: right;">\$ 3,015.00</td> </tr> <tr> <td>Luncheon (580 x \$32)</td> <td style="text-align: right;">\$ 18,560.00</td> </tr> <tr> <td>Entertainment</td> <td style="text-align: right;">\$ 400.00</td> </tr> <tr> <td>Calligraphy</td> <td style="text-align: right;">\$ 490.00</td> </tr> <tr> <td>Miscellaneous</td> <td style="text-align: right;">\$ 100.00</td> </tr> <tr> <td>Decorating</td> <td style="text-align: right;">\$ 1,200.00</td> </tr> </table> The above items may increase or decrease in relation to the number of teachers who will retire in June, 2006.	Flowers	\$ 2,620.00	Rental	\$ 3,250.00	Photos	\$ 3,015.00	Luncheon (580 x \$32)	\$ 18,560.00	Entertainment	\$ 400.00	Calligraphy	\$ 490.00	Miscellaneous	\$ 100.00	Decorating	\$ 1,200.00
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6106	Purchase and/or Replacement of Equipment Fund	\$ 20,000.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	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 \$11,652.71. - February 28, 2005. Authority: Policy #272 - October 1999.																
<b>COMMUNICATIONS</b>																						
6200	Newsletter, Photo & Graphic Supplies	\$ 426.00	\$ 1,655.00	\$ 600.00	\$ 1,400.00	<table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Guest Writer's Fees</td> <td style="text-align: right;">\$ 200.00</td> </tr> <tr> <td>Film Supplies &amp; Development</td> <td style="text-align: right;">\$ 600.00</td> </tr> <tr> <td>Art / Camera Supplies</td> <td style="text-align: right;">\$ 600.00</td> </tr> </table>	Guest Writer's Fees	\$ 200.00	Film Supplies & Development	\$ 600.00	Art / Camera Supplies	\$ 600.00										
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6201	Postage	\$ 44,144.00	\$ 52,830.00	\$ 54,000.00	\$ 58,840.00	<table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">NEWS 10 issues x \$3,334</td> <td style="text-align: right;">\$ 33,340.00</td> </tr> <tr> <td>Special Flashes 3 x \$1,200</td> <td style="text-align: right;">\$ 3,600.00</td> </tr> <tr> <td>Other</td> <td style="text-align: right;">\$ 21,900.00</td> </tr> </table> Other costs include correspondence, minutes, surveys, notices, agendas, etc.	NEWS 10 issues x \$3,334	\$ 33,340.00	Special Flashes 3 x \$1,200	\$ 3,600.00	Other	\$ 21,900.00										
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6202	Supplies	\$ 60,484.00	\$ 65,000.00	\$ 65,000.00	\$ 59,000.00	Includes cost of stationery, paper for all publications, photocopying, printroom supplies, office supplies, and computer software.  <table style="width: 100%; border: none;"> <tr> <td style="width: 80%;">Paper &amp; Printroom Supplies</td> <td style="text-align: right;">\$ 25,000.00</td> </tr> <tr> <td>Photocopying</td> <td style="text-align: right;">\$ 14,050.00</td> </tr> <tr> <td>Computer Supplies</td> <td style="text-align: right;">\$ 13,900.00</td> </tr> <tr> <td>Office Supplies</td> <td style="text-align: right;">\$ 6,050.00</td> </tr> </table>	Paper & Printroom Supplies	\$ 25,000.00	Photocopying	\$ 14,050.00	Computer Supplies	\$ 13,900.00	Office Supplies	\$ 6,050.00								
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Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION
<b>PROFESSIONAL DEVELOPMENT</b>						
6300 to 6307	Professional Development	\$ 80,391.00	\$ 69,957.00	\$ 65,000.00	\$ 68,997.00	<b>SUMMER INSTITUTES (Supplement to DOE Funding)</b> \$ 1,000.00  <b>CONTACT / DSS</b> 30 Participants @ \$200 6,000 SEED Money 2,500 \$ 8,500.00  <b>SPECIAL PROJECTS</b> P.D. Workshops 5,000 Resource Materials 1,500 Atlantic Initiatives 3,000 NSDC Conference 3,000 Special Programs 1,000 \$ 13,500.00  <b>BRANCH PD CHAIRPERSONS' WORKSHOPS</b> Meals & Accommodations 6,877 Travel 1,820 Nutrition Breaks 500 Resources 200 \$ 9,397.00  <b>BTIP</b> \$ 30,000.00  <b>EXCHANGE TEACHERS</b> \$ 1,100.00  <b>SCHOOL BASED LEARNING TEAMS</b> 5 School-based Grants @ \$1,000 (DOE Funding pending) \$ 5,000.00  <b>MISCELLANEOUS P.D.</b> \$ 500.00
6336 to 6340	NBTA Councils	\$ 32,066.00	\$ 35,560.00	\$ 27,120.00	\$ 35,891.00	<b>GRANTS:</b> \$4.00 Per Teacher (5280 ) \$ 21,120.00  <b>SPECIAL PROJECTS 3 @ \$500</b> \$ 1,500.00  <b>LEADERSHIP WORKSHOP - 1 1/2 DAYS</b> Meals \$1,380 Accommodations 2,650 Travel (10,729 kms. @ \$.33) 3,541 Nutrition Breaks 200 Materials & Resources 1,000 \$ 8,771.00  <b>COUNCIL CO-ORDINATING</b> (3 x 6 x \$250) \$ 4,500.00
<b>MEMBER SERVICES</b>						
6400	Grants to Branches	\$ 45,492.00	\$ 45,540.00	\$ 45,720.00	\$ 45,540.00	Rebate to Branches of \$6.00 per member - minimum grant \$1200 - half of which is paid October 31 and the balance February 28. Based on Nominal Rolls.  Authority: By-Law # 4(f).
6401	Leadership Workshop	\$ 14,989.00	\$ 14,845.00	\$ 14,845.00	\$ 19,548.00	Fund to spread costs over two accounting periods. Next workshop scheduled for August, 2005. 5 delegates per Branch - 2 cars (1 extra: Moncton, Fredericton, Saint John)  Travel 24,306 kms. @ \$.33 \$ 8,021.00 Meals (142 x \$44.50 ) \$ 6,319.00 Workshop Dinner (163 @ \$21.00) \$ 3,423.00 Accommodations (220 x \$76.95) \$ 16,929.00 Luncheon & Transportation (buses) \$ 1,574.00 Reception \$ 830.00 Nutrition Breaks \$ 400.00 Miscellaneous (Entertainment/Security/etc.) \$ 400.00 PR Items \$ 1,200.00 Estimated Total \$ 39,096.00 Balance in Fund as of February 28, 2005: \$4,585.32 Divided by 2 fiscal accounting periods = \$19,548.00

Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION
6403	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.
6404 to 6406	Public Relations	\$ 55,521.00	\$ 63,110.00	\$ 60,000.00	\$ 60,950.00	<b>MEDIA</b> \$ 42,000.00 (TV, Radio, Press, Production Costs, Evaluation, Polls, Surveys and Web Site development & maintenance)  <b>INTERNAL</b> \$ 14,000.00 Promotional Items Branch PR (Workshops, Kits, etc.)  <b>MISCELLANEOUS</b> Branch Special Projects (4 @ \$200) \$ 800 Provincial Tournaments 3,750 Other .400 \$ 4,950.00
6407	Money Management Seminars	\$ 329.00	\$ -	\$ -	\$ 500.00	Five Regionals Room/Custodial (5 @ \$100) \$ 500.00 Breaks (100 @ \$5) \$ 500.00 Less: Registration (100 @ \$5) \$ (500.00)
6408	Pre-Retirement Seminars	\$ (409.00)	\$ 700.00	\$ -	\$ 700.00	<b>Seven Regionals</b> Room/Custodial (7 @ \$100) \$ 700.00 Breaks (530 @ \$5.00) \$ 2,650.00 Less: Registration Fees (530 @ \$5.00) \$ (2,650.00)
6409	Retiring Teachers' Gifts	\$ 7,533.00	\$ 9,425.00	\$ 8,410.00	\$ 9,715.00	335 @ \$29
6410	Welcome to New Teachers' Workshop	\$ 9,203.00	\$ 9,045.00	\$ 13,005.00	\$ 11,400.00	Provincial Workshop to be held in Fredericton in the early Fall of 2005. Travel: \$ 600.00 \$ 2,500.00 \$ 5,000.00 Lunch \$ 2,400.00 PR Items \$ 900.00
6412	Branch Presidents' Workshop	\$ 6,331.00	\$ 7,381.00	\$ 6,614.00	\$ 7,567.00	28 Branch Presidents, Executive, Staff Travel (10,060 kms @ .33) \$ 3,320.00 Accommodations (32 @ \$73.60 x 1) \$ 2,355.00 Meals (\$21 x 32) \$ 672.00 Nutrition \$ 100.00 Reception \$ 600.00 Supplies \$ 100.00 Luncheon \$ 420.00
6413	Johnson Award	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00	\$ 2,000.00	Provides funding for Teacher Research on NBTA priorities.
<b>TEACHER WELFARE</b>						
6500	Teacher Welfare Contingency	\$ 1,850.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	This item covers programs and educational issues not budgeted for.
6502	Professional Conduct & Standards Workshop	\$ 5,522.00	\$ -	\$ -	\$ -	No workshop scheduled.

Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION
6503	N.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 accommodations for meetings.
6504	N.B.S.R.T. Reflections	\$ 3,596.00	\$ 5,000.00	\$ 3,800.00	\$ 5,000.00	Assistance in publishing "Reflections" -- 3 issues per year. Subject to cap. Authority: Policy # 561 -- April 1998.
<b>OFFICE OPERATIONS</b>						
6600	Employment Insurance	\$ 14,510.00	\$ 14,290.00	\$ 14,000.00	\$ 13,813.00	Represents 1.4 times the employees' contributions. Maximum contributions per employee for year 2005 is \$760.50. Maximum insurable earnings for 2005 is \$39,000.00.
6601	Canada Pension Plan	\$ 23,638.00	\$ 24,740.00	\$ 24,500.00	\$ 26,401.00	Represents the matching employer's contribution. Maximum contribution per employee: 2006 - \$1890.90 estimated 2005 - \$1861.20 2004 - \$1831.50 2003 - \$1801.80 2002 - \$1673.20 2001 - \$1496.90
6602	NBTA Pension	\$ 19,045.00	\$ 24,607.00	\$ 24,000.00	\$ 24,212.00	Money-purchase pension plan introduced January 1, 1984. Employer contribution 8% at present.
6603	Group Insurance	\$ 23,773.00	\$ 28,570.00	\$ 28,700.00	\$ 29,796.00	Under the present agreements, full cost of medical insurance premium for all employees, 100% of life insurance and 50% of dental is paid by NBTA.
6604	Administrative Staff Pension	\$ 46,708.00	\$ 47,752.00	\$ 47,500.00	\$ 47,363.00	NBTA matches contributions by Staff and President to Teachers' Pension Plan.
6609	Bank Charges	\$ 338.00	\$ -	\$ -	\$ -	Cost of cheque orders now located in Office Expense.
6610	Legal Assistance to Teachers	\$ 13,889.00	\$ 42,220.00	\$ 10,000.00	\$ 37,017.00	Provides for legal assistance to teachers subject to approval of Executive Committee. Authority: Board of Directors: January 1997.  2002: \$93,746    2003: \$3,415    2004: \$13,889
6611	Professional and Technical Fees	\$ 10,905.00	\$ 11,200.00	\$ 11,200.00	\$ 12,000.00	Audit (NBTA) \$ 8,000.00 Legal \$ 2,000.00 Computer Consultant \$ 2,000.00
6612	Miscellaneous Expense	\$ 485.00	\$ 800.00	\$ 800.00	\$ 800.00	Flowers for deceased teachers, illnesses, sympathy cards, miscellaneous gifts, etc. May also include cost of honoraria or gifts for special speakers.
6613	Office Expenses	\$ 3,172.00	\$ 7,366.00	\$ 5,400.00	\$ 6,055.00	P.O. Box Rental \$ 120.00 Secretary Recognition \$ 825.00 Ballot Envelopes \$ 1,330.00 Miscellaneous \$ 200.00 Training Courses \$ 1,400.00 Cheque Orders \$ 680.00 Equipment Repairs \$ 1,500.00

Account No.	Account Title	Actual Expend. 2003-2004	Budget 2004-2005	Projected 2004-2005	Proposed Budget 2005-2006	EXPLANATION
6614	Telephone & Fax	\$ 25,590.00	\$ 24,580.00	\$ 24,580.00	\$ 24,890.00	Includes our share of the cost of the switchboard, telephones, collect calls from Directors, Branch Presidents and Committee Chairs, plus calls from Central Office. Basic & E-Mail \$ 12,300.00 Long Distance & Fax \$ 4,910.00 Cellular \$ 7,680.00
6616	Workers' Compensation	\$ 3,055.00	\$ 4,460.00	\$ 1,523.00	\$ 3,050.00	Effective January 1, 1981, the Workers' Compensation Act was amended to include all employees in the Province. The maximum earnings on which we will pay a premium is \$ 50,900. The assessment rate for 2005 is \$.40 per hundred of the assessable wages.
6617	Administrative Staff Educational Leave Fund	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	In order to spread the cost of Educational Leaves for Administrative Staff over a period of years, the NBTA Board of Directors authorized the setting up of a Fund at its November 1981 meeting. As of February 28, 2005, Fund stands at \$17,016.87.
6618	Administrative Staff Replacement Fund	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 9,000.00	Fund established by Board of Directors to allow over-lap in hiring staff to assure that Administrative Staff are able to use the vacation allotted to them in their Agreement. Authority: Board, January, 1993. Fund stands at \$11,543.88 as of February 28, 2005.
6619	Salary Contingency	\$ -	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	To help defray the costs of staff changes.
<b>TOTALS</b>		<b>\$ 1,875,716.00</b>	<b>\$ 2,015,415.00</b>	<b>\$ 1,943,267.00</b>	<b>\$ 2,026,999.00</b>	

2005-06 Budget Expenditures over 2004-2005 Budget Expenditures: \$11,584.00

Budgeted Surplus/Deficit 2004-05: <\$41,787.00>

Projected Surplus 2004-05: \$42,640.00

## PROJECTED REVENUE – 2004-2005

	ACTUAL REVENUE 2003-2004	BUDGETED REVENUE 2004-2005	PROJECTED REVENUE 2004-2005
Membership Dues (net)	2,006,288	2,004,378	2,012,102
Associate Dues	4,500	4,230	4,545
Investment Income	4,813	8,000	8,200
Bank Interest	4,038	3,800	3,800
Credit Union	1,000	1,000	1,000
Special Status Assoc.	4,490	4,000	4,400
Hon. Sub. Fees	4,620	4,500	4,140
Advertisements	8,676	4,000	8,000
Johnson's	2,000	2,000	2,000
Other Incomes	0	0	0
<b>TOTALS</b>	<b><u>\$2,040,425</u></b>	<b><u>\$2,035,908</u></b>	<b><u>2,048,187</u></b>

<b>\$2,048,187</b>	<b>Revenue (Proj. 04-05)</b>	<b>\$12,279</b>
<b>- 1,943,267</b>	<b>Expend. (Proj. 04-05)</b>	<b>72,148</b>
<b>\$ 104,920</b>		<b>\$84,427</b>
<b>- 62,280</b>	<b>Council Dues</b>	<b>&lt;41,787&gt;</b>
<b>\$ 42,640</b>	<b>Projected Surplus</b>	<b>\$42,640</b>
	<b>Surplus Revenue</b>	
	<b>Budget Under Expenditure</b>	
	<b>Budget Deficit</b>	
	<b>Projected Surplus</b>	



**2005-2006  
PROPOSED NBTA DUES STRUCTURE**

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

**REVENUE:**

<b>Active Dues</b>		
5190 @ \$537.00		\$2,787,030
<b>Associate Dues</b>		
100 @ \$45.00		4,500
<b>Special Status Dues</b>		
37 @ \$100		3,700
<b>Retired Teacher Subscription Fee</b>		
420 @ \$10.00		4,200
<b>Interest/ Grants, etc.</b>		
TDC's	\$ 8,200	
Banking	3,800	
Credit Union	1,000	
Johnson's Research	2,000	
NBTA News Ads	<u>8,000</u>	\$ 23,000
<b>Council Dues</b>		
5190 @ \$12.00		<u>\$ 62,280</u>
<b>TOTAL REVENUE</b>		<b>\$2,884,710.00</b>

**EXPENDITURES:**

<b>NBTF General Operating Fund</b>	\$ 155,700	
<b>Negotiations Fund</b>	689,232	
<b>Council Fees</b>	62,280	
<b>NBTA Budget</b>	<u>2,026,999</u>	<b>\$2,934,211.00</b>

**DEFICIT** **\$ <49,501.00>**

**National Character Education Conference**  
**Presented by Huntsville H.S. Character Education Committee**  
**Trillium Lakelands District School Board**  
**November 1 and 2, 2005, Deerhurst Resort, Huntsville, Ontario**  
[www.ncec.ca](http://www.ncec.ca)

## Why Teach Character Education In Our Schools?

*By Jan Olsson*


*Vice-Principal, Huntsville High School, Huntsville, Ontario*

Imagine your school being a place where everyone – the students, teaching staff, custodial staff, E.A.'s, and cafeteria workers enjoyed coming to work each and every day. The building is bright and well kept. Each wall area displays evidence of student success and celebrates the school's strong history of achievement. There are no signs of vandalism or graffiti promoting views of prejudice or discrimination. Students arrive to class on time, ready to work. The classroom environment has a system of clearly defined rules and procedures based

on virtues such as responsibility and respect, established collaboratively between the students and the teacher. The discussion in class is rich in examples of literature and real life stories that teach the virtues of life such as kindness, caring and cooperation. The school cares about its community and supports those with greater needs through service. If this is your school, then your school is a school of "**character**".

The word character has its roots in the Greek word meaning to "engrave". What we are attempting to engrave in students is a set of

behaviours that develop basic civilities, like good manners, as well as an appreciation and caring for the lives of others within the school and larger community (Vincent, 2004). In a May 2004 study concerning school civility, both teachers (93%) and parents (89%) agreed that in addition to academics, teaching good character is part of a school's mission (Vincent 2004). A study by Benninga (2002) identified schools with a




**NATIONAL CHARACTER EDUCATION CONFERENCE**  
 SCHOOLS THAT SHINE WITH CHARACTER

**November 1&2, 2005**  
**Deerhurst Resort, Huntsville, Ontario**

**Speakers:** Dr. Avis Glaze  
 Dr. Thomas Lickona  
 Eva Olsson  
 Dr. Phillip Vincent  
 Bill Carr

Hosted by Character Education Committee, Huntsville High School,  
 Trillium Lakelands District School Board

Please visit [WWW.NCEC.CA](http://WWW.NCEC.CA) to register




Respect ★ Responsibility ★ Honesty ★ Caring

higher total **Character Education** emphasis as having achieved higher academic scores.


School boards across Ontario are recognizing the benefits of developing **Character Education** programs within their schools. Trillium Lakelands District School Board and Huntsville High School have organized a National Character Education Conference on November 1 and 2, 2005 at Deerhurst Resort in Huntsville. The conference will feature a number of international experts in the field of **Character Education** including Avis Glaze, Dr. Phillip Fitch Vincent and Dr. Thomas Lickona. To participant in this conference you are invited to check out our web site at [www.ncec.ca](http://www.ncec.ca).

### Karen: Teaching in the U.S.A.

Home Country: Canada  
 U.S.A. Placement: Georgia  
 Professional Goal: Start an international pen-pal program  
 Personal Goal: Learn how to surf  
**How She Got Started:** [www.vifprogram.com](http://www.vifprogram.com)



Hundreds of teachers like Karen are teaching in the U.S.A. and gaining experience that will advance their careers. You can, too. Visit [www.vifprogram.com](http://www.vifprogram.com) or call 877-798-4115. Math, Science, Special Education, French and Elementary teachers are encouraged to apply now for positions beginning August 2005.



Paid Advertisement

# Developing Successful Schools (DSS)

July 4-7, 2005

Mount Allison University, Sackville, N.B.

## Managing Conflict Within Strong School Cultures

An Instructional Leadership Institute for Atlantic Canada Administrators

### Program Overview

Conflict, tension, and miscommunication are all a part of school life! It is how such daily conflicts are handled that makes the difference in schools.

Building on the values of strong school cultures and positive relationships, participants will gain self-awareness and understanding of personal conflict strengths and styles and will practise conflict management skills using stories, real case studies, and verbal tool templates.

This session is an opportunity to move from reacting to responding, and from blame and judgement to choice in conflict situations. Participants will return to their schools with renewed energy, increased understanding, and new tools for dealing with conflict in their lives.

### Institute Resource Person - Nancy Hinds

Nancy Hinds is a career teacher, facilitator, and coach with extensive experience, working at all levels of the British Columbia public education system, most recently as coordinator of training for the British Columbia Teachers' Federation.

### 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:** Monday, July 4th (3:00 p.m. – 5:00 p.m.) in the Foyer of Tweedie Hall.

### NBTA members please note:

Please indicate if you are paying the total costs to attend this Institute OR partial costs and the district partial costs OR if the district is paying the total costs and if so, who should the NBTA invoice.

### 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.
- Maximum of six (6) seats may be allocated for principal/vice-principal teams (no more than one team per District)

## DSS 2005 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 @ ( ) \$50.00 (single) \$ \_\_\_\_\_

( ) \$37.00 (double) per person \$ \_\_\_\_\_

Dates Accommodations Required \_\_\_\_\_

Sharing Room With \_\_\_\_\_

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

TOTAL \$ \_\_\_\_\_

Method of payment: ( ) cheque **and/or** ( ) invoice \_\_\_\_\_

\* Please see NBTA members note above on payment\* (Whom should the NBTA invoice?)

T-shirt size \_\_\_\_\_

### Registration Deadline – June 1, 2005

Attach cheque for the total amount payable to the New Brunswick Teachers' Association  
Mail to: Nancy Roach, Director of Professional Development, P.O. Box 752, Fredericton, N.B. E3B 5R6  
Tel. No. (506) 452-1740 Fax No. (506) 453-9795

## Happiness is....Researchers Try to Find Out

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

Somewhere in my high school English days, I learned the term 'pathetic fallacy'. It's a literary device where the author allows weather to mimic the mood of the characters. As I look out my office window, I am struck by its power.

It's one of those cold, snowy, dreary April days where it would be easy to succumb to the temptation to crawl back in bed and cover your head until the sun is shining. The sun hasn't been shining on teachers in this province for a while, and the pall that has settled over schools is palpable.

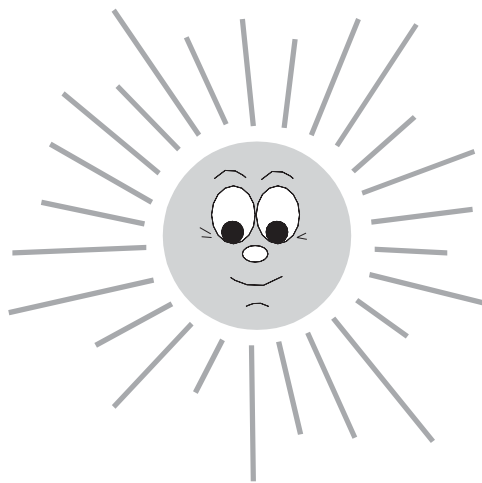
I usually love the challenge of starting each month with a blank page and creating something which I hope will resonate with at least a few teachers 'out there'. This month, however, I have been struggling for days to come up with a topic, a theme, a thought that is appropriate, given the very negative circumstances under which teachers have been working. What can I say when people are feeling so undervalued and disrespected? (Maybe by the time you read this, things will have been resolved, but there is no doubt that scars from this round of negotiations will remain.....).

I have always tried to live my life on the positive side (the old glass-half-full thing) and am interested in what helps people resist the temptation toward the downward spiral. So it seemed like divine intervention when I came into my office and found a copy of **Time Magazine** (January 17 issue) on my desk with the bold cover page declaring the issue theme as *The Science of Happiness*. Who knew that there is so much research going on around this topic...the issue weighs in at more than 50 pages devoted to

the impact of genetics, marriage, money, religion and work on our happiness. It's fascinating stuff!

So what did I learn that I can share with teachers? Some interesting stats, like 80% of Americans generally wake up happy and 79% consider themselves optimists. (I assume that we Canadians are at least equally cheery, unless the survey was done in February....).

I learned that when asked for the major source of their happiness, people ranked relationships with



children and friends as numbers one and two...work didn't even make the list!

In a 2002 study conducted at the University of Illinois, the 10% of participants with the highest level of happiness and the fewest signs of depression demonstrated strong ties to family and friends and a commitment to spend time with them.

One of the interesting fields of study surrounds the issue of whether we can actually control our happiness levels. The most recent findings seem to indicate that to some extent, we can. Even after setbacks, traumas and crises, people have the ability to bounce back to

their former level of happiness. It seems that 'happiness isn't just a vague, ineffable feeling; it's a physical state of the brain, one that you can induce deliberately.' (*"The Biology of Joy"*, **Time Magazine**, January 17, 2005, p. 50)

I was intrigued. Are they actually suggestions people can follow to ratchet up their happy quotient? It seems so. Some researchers suggest that there are three components of happiness: 1) working on getting more pleasure out of life, 2) becoming more engaged in what you do, 3) finding ways to make your life more meaningful.

Can teachers do these things? By all means. Add more pleasure by building in elements of fun and socialization. Now is the time to have that after-school happy-hour, or plan for a spring BBQ...it has never been more necessary!

You can become more engaged in what you are doing, not by working harder, but by taking note of the tasks you are doing and the difference it is making for your students.. Notice the smile Johnny gives you, offer to help a colleague, take a moment to thank your principal. These social exchanges will benefit both the giver and the receiver. Try not to just be on autopilot, (although it helps some days!), but look for positive evidence of the impact of your work and the work of your staff mates.

Experts say you can add more meaning to your life by regularly taking stock of what you are thankful for. They recommend keeping a gratitude journal where once a week you record the things for which you are thankful. I know it seems a little artificial, but a University of California study found that people who did this for six weeks had increased their overall satisfaction with life more than the control group that did not keep the journal.

Maybe this is a good thing for a staff to try in these last weeks of school. Perhaps it can be part of regular team meeting time. Maybe a gratitude journal in the staff room that is available to everyone for entries can help teachers focus on what is good. (Writing down the number of days left till June 30 does not count!). Or go the true extra mile, and take researchers' advice by performing an act of kindness or writing a letter of gratitude to someone who has done something nice for you. Doing this, even once, results in people being 'measurably happier and less depressed a month later'. (**Time**, p. 46)

Jane Dutton, author of *Energizing Your Workplace: How to Create and Sustain High Quality Connections at Work* (Jossey-Bass 2003) says that in her research on compassion at work, she found that even small exchanges "can create a positive cascade of energizing interactions.....people who were experiencing trauma or setback told us stories about the value of even small gestures. The individuals who offered that compassion were often unaware of its positive effects. I find a great deal of hope in the power of small relational acts."

I guess that I am trying to say this. There is a lot of research about how employers need to value and respect employees if they want to create happy and productive work places. We know who needs to read those sections, and we can't necessarily make that happen. This is not a 'don't worry, be happy' message. But what we can do is try to rebound from the messy, disheartening political struggle that we have been in and not allow ourselves to become swallowed up by it. We can only really try to control our own responses, and we must challenge ourselves to take steps to support one another, to extend the hand of friendship and collegiality to our colleagues on staff, to force ourselves to look for the positives that are part of teaching, and to be proud of the amazing job teachers do under incredibly trying circumstances.

I did not pull the blankets over

my head this morning despite wanting to. I wrote this column instead as my way of trying to reach out to you. And now I am grateful that the snow has stopped and the sun is actually peeking out from the clouds. If I had stayed in bed, I would have missed it.

### Differentiation Myths

The task of differentiating for the wide range of students in our classes continues to be a huge challenge for teachers. A recent article in **Principal Leadership** March 2005 titled *Busting Myths about Differentiated Instruction* is one of the best I have read. Written in plain language, author Rick Wormeli (one of my perennial favourites) challenges some of the common misperceptions and gives teachers some specific tips. He even includes a list of Guidelines for Allowing Students to Redo Assignments that would be a great discussion piece for school staffs.

### Shared Leadership

I know the concept of shared leadership is permeating both the literature and the practice in today's schools and leadership development programs. I received some enthusiastic feedback from teachers taking the new 6000 level course offered at STU by the same name. I was therefore drawn to an article called *Making the Leap to Shared Leadership* (JSD Spring 2005). The author refers to the functions of leadership being more like a web, with the principal at the center. She includes a Dare to Delegate Checklist that can help you focus on your delegation skills.

In the same issue, Charlotte Danielson share some of her thoughts on teacher leaders in *Strengthening the School's Back*.

### Music Teachers PD Opportunity

I am so pleased to see an opportunity for the province's music teachers to come together for some significant musical professional development. Our three-council structure has been exploring ways to offer more support to specialists, and the High School Council has

partnered with music teachers to support an institute "Building Tools for the Trade" being held early June. I encourage all music educators to consider attending this high quality learning opportunity. (See the ad in this issue for more info or contact Don Bosse at Fredericton High School.)

### Wanted: More Men

My four year old granddaughter came home and told me the big news the other day that her real teacher was having a baby and that today the teacher had been 'a boy'. "What was his name", I asked. She paused and thought. "Mrs. Ashley," she replied.

As part of my work with the NBTA Equity in Education Committee, we have been exploring the issue of the declining numbers of men in our profession, particularly at the elementary level. I enjoyed reading several articles in the Alberta Teachers Association Magazine related to this theme. *Why Do I Teach: Let Me Count the Ways* is a male's perspective on teaching young children. *Kindness, Warning, Precept and Praise: The Fading Impact of Male Teachers* is another written to share the impact of male teachers and the importance of our profession seeking more than just 'a few good men' to contribute to the important work of teaching our children.

### Closing Quote:

"In many schools today the energy seems to be generated by external pressure. The core premise of my book, on the other hand, is that every organization already has available within it a renewable wellspring of energy that flows from how people treat each other in their daily interactions."

Jane Dutton, Author of *Energize Your Workplace: How to Create and Sustain High Quality Connections at Work* (Jossey-Bass 2003)

# New Brunswick Students Winners of Mathieu Da Costa Challenge Awards

Two New Brunswick students are among the 11 students from across Canada who were honored recently by the Ministry of State (Multiculturalism) at Canadian Heritage and by the Canadian Teachers' Federation (CTF).

Sarah Robert, age 14, from the Sugarloaf Senior High School in Dalhousie and Kaitlin Wood, 15, from the Leo Hayes High School in Fredericton, joined nine other students from all parts of the country to receive the Mathieu Da Costa Challenge Awards at a special ceremony at the Canadian Museum of Civilization in the National Capital featuring the Honorable Raymond Chan, Minister of State (Multiculturalism), and Ms. Terry Price, CTF President.

Sarah received the Best Artistic Representation Award, ages 12 to 14 category, for her creative rendition entitled *Paysage, couleurs d'un pays, visages de notre histoire*. Kaitlin's essay, entitled *Building Canada Through*

*Words: Contemporary ethnic Canadian authors who have contributed to cultural understanding within our country*, wins the Best Essay in English, ages 15 to 18 category.

The Mathieu Da Costa Challenge, held annually, invites students aged 9 to 18, from across the country, to submit an essay, short story, poem or piece of artwork celebrating the contributions of people of Aboriginal, African and diverse ethnocultural origins who built this country.

NBTA contacted the winners' teachers and to the right are comments from Kaitlin's teacher, Derek Taggart, and some comments from Kaitlin. At this time, a write-up on Sarah is not available and may be carried in a future issue of *NBTA News*.

## Kaitlin's Own Words

Subject: *Building Canada Through Words: Contemporary ethnic Canadian authors who have contributed to cultural understanding within our country.*

When Kaitlin approached me about the Mathieu Da Costa Challenge, I strongly encouraged her to enter. She was one of the top three students in my grade eleven level one English class and I knew she had a good shot at placing in the contest. She is an excellent writer and a very insightful student. She is also a voracious reader, something that certainly came in handy with this particular contest. After reading the rough copy of Kaitlin's essay, I was quite sure that she had an excellent chance of winning the contest. Congratulations, Kaitlin! You have once again proven yourself to be an extraordinary scholar!

—Derek Taggart

and Deepa Mehta, etc., because words are a commonality that most of us share, even if they're not in the same language, and I think that they touch the human spirit in a way that for me at least, no other art form can.

Once I had my general topic, I had to choose the three authors who I was going to focus on. Michael Ondaatje was an obvious choice for me and is one of the main reasons that I wanted to do the essay. He's my favorite poet ever and I also admire his novels, especially *Coming Through Slaughter* and *In the Skin of a Lion*, the latter which I ended up discussing in the essay. You really can't say enough about Ondaatje and even though he's almost a national institution in Canada, it's too bad that internationally he's mainly recognized for *The English Patient* which is actually my least favorite of his novels.

I had trouble picking the other two writers and my list included Joy Kogawa, Rohinton Mistry and Yann Martel. As much as I wanted to do Rohinton Mistry and Yann Martel, they don't write about Canada, which was an important aspect of the essay. I ended up choosing George Elliot Clarke and Nino Ricci, who I also admire.

I admire all three authors and think that they are truly great writers. Not only does each come from a different cultural background, but each of their ethnic identities are reflected upon and written about in their stories and poems.

I guess that I chose the topic I did for a few reasons. Firstly, I had to find something that fit into the guidelines of the contest. For the past few years I have really been interested in and focused on CanLit and since so many great Canadian writers are from diverse cultural backgrounds, I wanted to look at how their work has helped build cultural understanding between all peoples of our country.

I chose to do authors and literature as opposed to film where I focused on Atom Egoyan

## Spring in Fundy!

- Planning an outdoor event for your students?
- How about a staff get-away in June?

**FreshAir Adventure** is partnering with the **Fundy Highlands Inn and Chalets** to provide a spring experience in Fundy National Park.

### Teacher's Package

- One night at the Fundy Highlands Inn and Chalets
- One half-day guided coastal sea kayaking tour with FreshAir Adventure
- \$99 + HST single occupancy  
\$139 + HST double occupancy  
Extra night add \$65 + HST
- Package available May 20 to June 30



### Student's Package

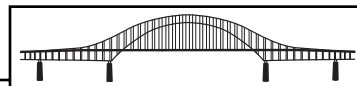
Arranging an outing for your outdoor pursuits class? Give us a call for a package price. We would be pleased to help plan your experience in Fundy.

**FreshAir Adventure**  
16 Fundy View Dr.  
Alma, NB  
E4H 1H6

**Contact Information**  
1-800-545-0020  
info@freshairadventure.com  
www.freshairadventure.com

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## Middle Level AGM and Council Meeting: Bathurst, NB

Middle Level Council members travelled from all over the province through snowy weather to have our Annual General Meeting on Friday evening, March 18, at the Chateau Bathurst. Reports submitted were on this year's activities, mainly focusing on the November Joint Conference in Moncton and our upcoming Language Arts Workshop in Fredericton on April 28 and 29.

We were VERY PLEASED at the turnout from Superior Middle School who joined in our AGM and began discussions to host the May Council conference in Bathurst in 2006. Approximately 10 teachers and the

principal, Kathy Grebenc, listened to the different aspects of organizing a council day and seemed exceptionally keen at being prepared to initiate the planning for the event. So, mark your calendars now — May 5 in Bathurst!

Middle Level Council day is renowned for having divided sessions for which teachers can pre-register. This, along with a northern flare provided by the local Bathurst region teachers, will continue to make our council day an event that you will NOT want to miss. For southern teachers, you may want to be thinking ahead about planning

for group transportation to the event. Hotels in the Bathurst area are quite reasonably priced and the city has a lot of culture and entertainment to offer.

Our Council is excited about the response to our Language Arts conference — approximately 100 participants. We are eager to continue offering institutes/conferences that are specifically geared to Middle Level teachers. Please give us feedback on this so that we can target the needs of our teachers.

Tanya Whitney  
President, Middle Level Council

### Middle Level Council Executive

Br.	Name/Position	School	Tel.	Fax	E-Mail
0820	Tanya Whitney President	Brown's Flat	468-6000	468-6005	tanya.whitney@nbed.nb.ca
1538	Sandra MacCurdy Vice-President	Campbellton Middle	789-2120	759-7121	sandy.maccurdy@nbed.nb.ca
0618	Debbie Drury Treasurer	Sussex Middle	432-2022	432-2612	debbie.drury@nbed.nb.ca
1430	Marsha Cogle Secretary	Bath Middle	278-6000	278-6019	cougmars@nbed.nb.ca
0820	Tanya Murray Communications	River Valley Middle	738-6500	738-6506	tanya.murray@nbed.nb.ca
1429	John Irvine Website	Woodstock Middle	325-4436	325-4542	rvinjod@nbed.nb.ca
0215	Linda Maxwell	Queen Elizabeth	856-3447	856-2192	maxwelil@nbed.nb.ca
1826	Stacey Price	George Street Middle	453-5419	453-2593	wbrunt1943@rogers.com
0215	Stacy Garland	Queen Elizabeth	856-3447	856-2192	garlamel@nb.sympatico.ca
1430	Cindy Crowhurst	Bath Middle	278-6000	278-6019	cynthia.crowhurst@nbed.nb.ca
1542	Kathy Grebenc	Superior Middle	547-2750	547-2784	kathy.grebenc@nbed.nb.ca

New member for 2005-2006 school year: Kathy Grebenc. We welcome Kathy and appreciate her dedication to working with the Council.

### Special Education Institute – Fall 2006

Our survey of teachers from the fall joint conference indicated that Special Education concerns were at the top of the list for Middle School teacher inservice. Our Council is working on organizing an inservice for the fall. Please contact any member of Middle Level Council if you have ideas, input, or topics you want to be addressed.

### Last Meeting of the Year June 3 and 4, Redbank, NB

Our last meeting will focus on initial planning for Bathurst 2006 Council Day, planning of Special Education fall institute, and improvement of communication between the Council and members. As always, we invite communication from our members if you have items that you would like our council to address on the agenda.

# \$ Money!!! \$

The three Councils had supported the November Moncton conference with start-up capital (each contributed \$5000). It was so well-attended that the conference was in the position of making a profit, which meant that the seed money - \$5000 - was reimbursed to each Council, with a certain portion of the remaining profits still to be determined and distributed as well (exact amount not yet known). Because of this, each Council is to decide what will be done with this

extra money. Our Council is in the process of determining where to allocate this money. We have already made some firm decisions about a few things:

- allocate more money to Educational Improvement Grants (\$10,000 for the 2005-2006 school year)
- allocate money to sponsor more conferences and institutes that target inservice needs (Lang. Arts Conference, and Special Education Institute — to begin with)

- provide each Middle School teacher with a "teacher-usable" gift (surprise! for Sept 2005)
- allocate money to improve communication between the members and the council (website maintenance, more direct correspondence, info booklet)

As always, please feel comfortable in contacting any council member to let us know your thoughts and ideas.



## High School Council News

### Miramichi Suitcase Social

The third annual Suitcase Social was held January 29, 2005 at Choo Choo's on the Miramichi. The social was co-hosted by the branch presidents of 1608 and 1610, Grant Hendry and Heidi Whippleer. The entertainment was "Short Sweet Ride."

The admission was \$20.00 per couple. The tickets were also placed in a draw for an all-inclusive trip to the Dominican Republic, during the

March break. Second prize was 10 tanning sessions, third prize was 40 oz of rum (only on the Miramichi, you say), and fourth prize was a beach chair.

This year's winner was Peter MacDonald. Previous winners are: Sheila Fitzpatrick '03 and Carmel



McTavish '04. Regardless of who won the trip, all participants enjoyed the "Miramichi" hospitality. The proceeds go to the retiring teachers' banquets for both branches. This event is a great way to break up winter and rid oneself of the winter blahs, especially dreaming about that trip. Oh well! Maybe next year.

*Submitted by: Nancy K. Vessie  
Communications Chair*

## The Terry Fox National School Run Day Friday, September 16, 2005

**TEDDY FOX RUN**

**The Terry Fox National School Run Day**  
Friday, September 16, 2005

Your school is invited to what could be the largest event in Canadian history!

Millions of students ...  
Hundreds of thousands of teachers...  
Thousands of schools ...  
The same day ...  
The same dream ...

Join the celebration. Don't let your students miss out on taking part in what could be the largest event in Canadian history.

To register your Terry Fox fundraising event, complete the School Registration Form and fax it to 506-459-4572 or register online at:

**[www.terryfoxrun.org](http://www.terryfoxrun.org)**

(Brochures are being mailed with this issue of NBTA News.)





cultivating  
peace



taking action



# Educating for Global Citizenship

## Free Classroom-ready Resources

The **Cultivating Peace** initiative is a two-part educational series for use in grades 10-12 Social Science/Social Studies courses. The materials encourage youth to respect diversity, think globally, value human rights, recognize injustice and respond to conflict with methods other than violence. The series won the **2003 National Peace Education Award** through the Canadian Centres for Teaching Peace, and **Cultivating Peace in the 21st Century** was chosen by the Canadian Commission for UNESCO as the educational initiative to represent Canada at the 2002 UNESCO Associated Schools Project Network international conference in Oslo, Norway.

**Resource One: *Cultivating Peace in the 21st Century*** was delivered to schools in the fall of 2002. It is designed to actively engage students in constructing a deep understanding of the concept of peace, the causes of violence and the value of human rights at home, in Canada and in the global community.

Program components include:

- Teacher's Guide with complete lesson plans, youth materials and assessment tools
- A video compilation developed with the National Film Board (three animated shorts demonstrating potential causes of violence and a feature documentary on the Quebec Summit)

**Resource Two: *Cultivating Peace - Taking Action*** went to schools in the spring of 2004. It supports education in global issues, social justice and active citizenship. It helps youth explore their personal responsibility in a wide variety of social issues, such as economic disparity, water scarcity and environmental sustainability.

Program components include:

- a Teacher's Guide with lesson plans, student materials; assessment tools and rubrics
- the *SGL video A Quiet Revolution*, narrated by Meryl Streep, which highlights local initiatives for positive change (including the Green Belt Movement and its founder Wangari Matthai, 2004 Nobel Peace Prize winner).
- The *Seeds of Change* poster series and a copy of the *Earth Charter* (limited quantities)

The **Cultivating Peace** initiative was developed by Classroom Connections, a non-profit organization that develops free educational resources for use in schools across Canada. Project partners and funders include Citizenship and Immigration Canada, Canadian Heritage, the National Film Board, Soka Gakkai International (SGL Association of Canada) and TakingITGlobal.

**A limited number of copies are available. For more information or to order the FREE resources, visit [www.cultivatingpeace.ca](http://www.cultivatingpeace.ca), email [info@classroomconnections.ca](mailto:info@classroomconnections.ca) or call 1-888-882-8865.**



CLASSROOM CONNECTIONS



# Nature's Classroom

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or 1 888-640-3300



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Phone: 653-7367



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We would love to have you visit!

For more information visit us online at [www.ifdn.com](http://www.ifdn.com)

# 'School Days' Museum Improvement Project

The 'School Days' Museum, sponsored by the New Brunswick Society of Retired Teachers, is alive and well and continues to grow and improve. Even though it is located in Fredericton, the Museum's Board of Directors encourages everyone to consider it to be truly a provincial Museum.

For nearly twenty years, the inventory at the Museum has grown to contain thousands of items from schools of earlier years: textbooks, resource materials, teaching aids, photos, students' work, archival materials, school furniture and fixtures. Rather than being a Museum which concentrates only on the collection of items, it is hoped that the 'School Days' Museum will become more dynamic in exhibiting such articles. As more and more items continue to be received from generous donors, the space in the Museum's two rooms has become very limited.

Fortunately, a third room has been made available through the kindness of the Supply and Services Department of the provincial government. Plans have been completed to make this additional room serve three purposes: to



become a replica of a one-room school classroom, to create an additional exhibit area, and to provide storage facilities for many of the donated items. The room requires extensive renovations to meet these needs, total expenditures being estimated at \$13,000. Available funds at the Museum cannot begin to meet these costs due to limited income and the on-going annual expenses of operating the Museum, including telephone payments, computer and technology supplies, janitorial service, insurance premiums, workshop fees, office supplies and student employment salaries during the summer months.

The Museum's Board of Directors, consisting of twelve volunteer

retired teachers, applied to the New Brunswick Government for financial assistance for the planned renovations. A grant of \$9,750 has been received with the understanding that the Museum will contribute \$3,250, or 25% of the total cost of the \$13,000. To meet this amount of \$3,250, the Board of Directors of the Museum has been able to direct \$1500 of the 2005 budget to it, leaving \$1750 to raise.

Should anyone find it possible to provide financial assistance towards the cost of the project, it would mean the Museum would be closer to reaching its goal. Those making personal donations in the name of the 'School Days' Museum will be issued income tax receipts. Thank you for any consideration given in assisting the Museum to become an enlarged and attractive site.

'School Days' Museum  
Board of Directors  
Justice Bldg., East Entrance,  
Queen St., P.O. Box 752,  
Fredericton, NB E3B 5R6

Tel. & Fax: (506) 459-3738  
Email: [sdmuseum@nb.sympatico.ca](mailto:sdmuseum@nb.sympatico.ca)  
Website: <http://museum.nbta.ca>

## FHS Teacher, Mike Gange, Receives National Certificate of Excellence

**P** rime Minister Paul Martin recently announced the recipients of the Prime Minister's Awards program for excellence in teaching and early childhood education.

A total of 67 teachers and 25 early childhood educators received a Prime Minister's Award this year. Of these, 15 teachers and 10 early childhood educators were honoured at the Certificate of Excellence (national) level.

Mike Gange attended formal ceremonies in Ottawa to receive his Certificate of Excellence and a \$5,000 cash prize for the school.

Gange said the awards ceremony gave teachers a good opportunity to network and form some academic partnerships. "We discussed among ourselves how best to continue teaching our students and maintain our current level of success," he said.

Fredericton High School Principal, Ann Krause, said the award brings real distinction to the school and recognizes the vital role of outstanding teachers like Mike.

Mike teaches grades 10 and 12 media studies, journalism, and English. His teaching approach heightens students' awareness of their rights and instills in them a

sense of civic responsibilities; it also helps students learn to value each other's opinions, and helps them find ways to express their views.

Mr. Gange uses journalism and media studies to help students develop critical thinking and writing skills. In his writing classes, students prepare articles on a range of topics, from current events to school sports. These articles are then published in the school's online magazine, *The Day*, which was recognized by CNN as "one of the finest examples of student journalism." To help students get their work published, he also developed professional

publishing guidelines, which are now being used by schools, universities and colleges in Canada and abroad.

Important themes running through Mr. Gange's courses are cultural and civic awareness and pride. Field trips to museums, heritage sites and cultural centres, and to New Brunswick legislature and Parliament Hill make these concepts real for students.

Mr. Gange's commitment to helping young people succeed led him to volunteer with the Duke of Edinburgh Awards' Young Canadian Challenge. As an award leader, he has guided more than 1,000 students through the program, whose aim is to equip young people with life skills. In addition, he supports many of the school's extracurricular activities,

including providing leadership training to students involved in the yearbook and school newspaper.



Mike brought media studies into the classroom and introduced a Marshall McLuhan assignment that changed the way his students view television. *"McLuhan said that putting a television in every class would revolutionize the education process and*

*totally change how we look at school. Teachers like Mr. Gange have taken the way education used to be and totally revolutionized the way we think about education and the media."*

*– Grade 12 student*

*"We have all benefited from Mike's energy, efforts and expertise, but the real beneficiaries of his talents are his students."*

*– Teacher*

Mike was approached by UNB to cover the National Men's Hockey finals which were held in Fredericton. UNB arranged to pay for his supply teacher while he covered the finals, and wrote articles about happenings behind the scenes and games results for

the UNB website and the Canadian Inter-Universities Sports Web network. Rogers Cablevision now has Mike providing play-by-play coverage of UNB's hockey games. In his journalism class, Mike involves students in this project, and brings a level of practical experience to the classroom.


Gange said he'd like to see some of the prize money go toward the creation of a television lab in the high school. "Students of this generation are screen-agers," he said. "Ours was the radio generation." He said he'd like to communicate with the students through the medium that's most familiar to them. "They are impacted most by visuals," Gange said. "I would like to get the kids involved in television and perhaps establish a television station at the school. So, some of the money could go to classroom tools and moderization, as well as developing a television lab."

The Prime Minister's Awards for Teaching Excellence recognize the efforts of outstanding teachers in all disciplines who provide students with the tools to become good citizens, to develop and grow as individuals, and to contribute to Canada's growth, prosperity and well-being.

*NBTA would like to congratulate Mr. Gange as a recipient of a Prime Minister's Award for Excellence in Teaching.*

# DRAMA 2005

**THE NEW BRUNSWICK PROVINCIAL  
DRAMA FESTIVAL & CONFERENCE**



**ST. THOMAS UNIVERSITY  
MAY 2-7, 2005**

# Census at School: Combine fun with learning about statistics!

[www.censusatschool.ca](http://www.censusatschool.ca)

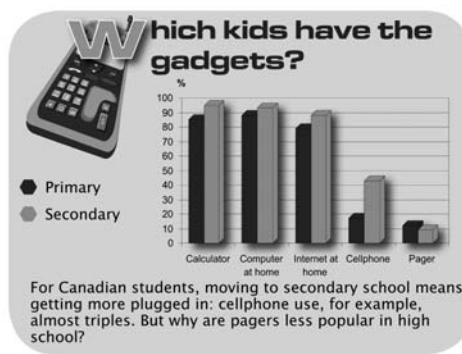
Get your class involved this year in the international online survey Census at School, aimed at Grades 4 to 12. Your students will join the thousands of young people around the world who have already participated, while you will have access to your own class results to teach statistical concepts in math and social sciences.

This international initiative started in 2000 in the United Kingdom and now includes Australia, Canada, New Zealand and South Africa. Students use the Internet to collect and compare anonymous information about themselves and their activities. They answer a brief online survey about their height, pets, favorite school subjects and much more. Then the teacher has access to the class results to use in classroom teaching. Kids have fun answering these questions and comparing themselves to others around the world.

Statistics Canada is responsible for the Canadian component of the project, which started in October 2003. Thanks to the participation of 8,000 students across Canada last year, survey results for 2003-2004 are available on the Canadian website to compare with your class results. You can also obtain random data samples from Canada or other countries from the international database on the United Kingdom project site.

So what is the student census telling us so far? For Canadian students, moving to high school means more electronic gadgets —

cellphone use, for one example, almost triples, to reach 43% of students. In high school, almost one quarter of girls and 21% of boys said they don't eat breakfast. Students look up to a relative or a friend more often than a sports hero or an actor. Most elementary pupils prefer physical education, followed by art. High schoolers recorded similar results but preferred math over art as their second favourite subject.



A set of learning activities is available, listed by grade level. Students create graphs, make comparisons and draw conclusions using their class data and Canadian results. They investigate themes such as how they get to school and verify hypotheses like "boys are more active than girls", or use scatterplots and lines of best fit to show relationships between variables. The Census at School project touches on basic math competencies, such as problem-solving, mathematical reasoning and communicating using mathematical language. It also

develops students' skills in interpreting information, critical thinking and using communication technology.

Kimberley Burstall, a primary teacher in Halifax, Nova Scotia, told us about how her class took advantage of Census at School. "We worked on measurement, data management, graphic displays of data, estimating and different ways of recording data," said Ms Burstall. "It's a lot more fun to use data of a personal nature."

Anna Spanik, a Leader from the Halifax Regional School Board, had this to say: "The power of Census at School is that the data are about students' lives, experiences and interests. When students work on questions that interest them and are actively involved in selecting appropriate tools to display their data, they really enjoy "doing" data analysis."

Get your class involved at [www.censusatschool.ca](http://www.censusatschool.ca)!

For more information on Census at School, or to request copies of a colourful poster/flyer about the project, please contact me at the address below. I can also answer questions about other Statistics Canada learning resources available at [www.statcan.ca/english/edu](http://www.statcan.ca/english/edu) or provide workshops for teachers.

Stephanie Bush  
Statistics Canada Education Liaison  
Officer for the Atlantic provinces  
(902) 426-4881 (Halifax)  
[stephanie.bush@statcan.ca](mailto:stephanie.bush@statcan.ca)



**Canadian Association of Immersion Teachers  
Conference**

**Colloque de l'Association canadienne des  
professeurs d'immersion**

*L'immersion... au coeur du bilinguisme!*

**October 27-28, 2005**

**Delta Beausejour Hotel, Moncton, NB**

<http://acpi.scedu.umontreal.ca/colloque2005/>





# Survivor Comes to Bath Middle School

*Submitted by: Katie Saunders*

Winter Carnival Week at Bath Middle School was the next best thing to being on the island of Palau. With a Survivor theme, classes were kept busy all week participating in various events in order to gain points for their class. Many of the activities were organized by a group of grade 7 and 8 students and included a dress-up theme each day, including tie dye day, sports day and a favorite of many - pajama day.

Principal Gerald Sullivan organized noon-hour activities

including a sock hop which, when announced, produced many confused looks from these 21st century students. A talent show was held and showcased the many talents of our students. Teachers got into the act, too, and surprised the students with a play depicting life in the classroom from their point of view.



The week's activities culminated in a full day of curriculum-based Survivor activities organized by Cynthia Crowhurst. The events began with each tribe arriving in the gymnasium with their original tribal flag and buffs. Survivor activities such as an obstacle course, coming up with a math word for each letter of the alphabet, and finding

countries on a world map all within a specific time period gave teams of students a chance to demonstrate their strength in at least one academic area while being cheered on by their tribe mates. As the day went on, team challenges became individual with two final Survivors walking away with our version of a million dollars. The week was a great send off to a well-deserved March Break for our spirited students and enthusiastic staff.



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# Local teacher Wins Physical Education Teacher of the Year Award

March 24, 2005- The Canadian Association for Health, Physical Education, Recreation and Dance (CAHPERD) is pleased to announce that **Diane Hoyt**, a P.E. Mentor with School District #18 in Fredericton, N.B., is the recipient of the CAHPERD/Wintergreen PHYS-ED Physical Education Teacher (PET) of the Year Award for the province of New Brunswick.

Ms. Diane Hoyt has been a true leader in providing a quality physical education program for her students. Aside from the countless hours of volunteer time she gives as a teacher and a coach, Ms. Hoyt also finds time to organize and lead numerous professional development workshops on the need for increased physical education in New Brunswick.

As a Physical Education mentor, Ms. Hoyt has been involved in a number of projects, including 'Move This Way for KIDS', a partnership with the City of Fredericton Recreation Department. The program tracks the eating and physical activity patterns of grade five and six students. Ms. Hoyt has been an integral part of this program, working with her schools to collect data, and to make presentations to classes.

Each year, the Canadian Association for Health, Physical Education, Recreation and Dance (CAHPERD) receives nominations for PET Award recipients from across Canada. From the nominations, provincial selection committees select one recipient per province. Recipients are selected based on the quality of the school physical education program; ability to serve as positive role models by epitomizing personal health and fitness, enjoyment of activity, sportsmanship, and sensitivity to the needs of students; and level of participation in professional development opportunities.

Each PET Award recipient receives a recognition plaque; a write-up in the CAHPERD PHE Journal and on the CAHPERD website; and a one-

year free membership to CAHPERD. From the provincial recipients, three national recipients are selected who will also receive registration, accommodation and travel to the CAHPERD national conference and a \$500 gift certificate from WINTERGREEN PHYS-ED. (CAHPERD News Release)



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*CAHPERD is a national, charitable, voluntary-sector organization whose primary concern is to influence the healthy development of children and youth by advocating for quality, school-based physical and health education.*

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*WINTERGREEN PHYS-ED offers physical education products that provide teachers and classrooms with the best in health, physical education, recreation and dance.*

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## Disability Awareness Week, May 29 - June 4, 2005 "Put Our Abilities to Work for You"

**D**isability Awareness Week (DAW) continues the tradition of National Access Awareness Week first established in 1988 to promote better community access for people with disabilities.

This campaign happened in response to a request from Rick Hansen following his Man in Motion World Tour. For ten years, a national committee coordinated planning for the Week all over Canada. In 1998, a decision was made in N.B. to continue celebrating an annual awareness week but with a new name to ensure that all issues related to persons with a disability could be promoted. 2005 will mark the 18th consecutive annual Disability Awareness Week in New Brunswick.

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. Local groups will also organize community projects across the province. Disability Awareness Week covers all types of disabilities and all age groups in partnerships with any interested supporters.

The provincial kick-off for Disability Awareness Week will be held on May 28, 2005 in Shippagan. A wide variety of Disability Awareness Week promotional items can be purchased from the office of the Premier's Council on the Status of Disabled Persons. Provincial projects and events include: • Provincial Awards Program • Drawing Contest • Inclusive Workplace Photo Contest • Employment Supports Workshop • Walk and Roll • T-Shirt Day.

For further information, contact: the Premier's Council on the Status of Disabled Persons, Tel. 444-3000, Toll-free 1-800-442-4412, Fax 444-3001, E-mail: pcsdp@gnb.ca, website: www.gnb.ca/0048



# Duke of Edinburgh's Award Program



The New Brunswick Division of the Duke of Edinburgh's Award program is pleased to announce that His Royal Highness The Earl of Wessex, KCVO will be at the Delta Brunswick in Saint John, New Brunswick on Thursday, June 2, 2005 to present Gold Award Achievers with their certificates and attend a Gala Dinner. It has been 12 years since a Royal has made a visit

to New Brunswick specifically to present certificates to Gold Award Achievers.

Although the program is named for His Royal Highness, The Prince Philip, The Duke of Edinburgh, KG, KT, the program is funded through the generosity of local businesses, and individual contributions from interested citizens and disbursement from the National Office. Currently,

there are 1200 participants enrolled in the New Brunswick programme, with 100 awaiting presentation of their Gold Award certificates. The objective of the programme is to challenge young people between the ages of 14 and 25 years to "reach for their best."

If you have any questions, or for more information, call (506) 453-3662, or email [dukeedin@nbnet.nb.ca](mailto:dukeedin@nbnet.nb.ca).

## Promoting the Principles and Practices of Composting Through the Science Curriculum in New Brunswick Schools

— A Workshop for Teachers in Districts 17 and 18 —

Sponsored by the Fredericton Backyard Composting Committee

**July 20 and 21, 2005 (two full days)**

**Marshall D'Avary Hall, UNB Faculty of Education**

### Workshop Description:

This workshop will provide teachers with an understanding of how and why composting is valuable as an environmentally friendly method for reducing the organic component of the waste that is destined for landfills in our province. The program includes interactive instructional sessions, guest speakers, hands-on activities, a field trip and networking opportunities.

Take-home workshop materials will include:

- Lesson plans that have been designed to relate to science curriculum outcomes from K to 12
- A comprehensive teacher resource manual
- A workshop T-shirt
- An "Earth Machine" backyard composter
- A participant's certificate from Fredericton City Council

### Note:

There is no fee for this workshop. Meals and accommodations will be provided, but travel to and from the workshop will be at each participant's expense. Teachers who attend must agree to stay on campus overnight and to take all meals with the group because activities will be scheduled into the evening and through mealtimes. Participants must pledge to complete a follow-up questionnaire which will be sent to them after the 2005/6 year begins.

**Maximum participation:** 20 teachers

### Registration:

Interested teachers should register by faxing or emailing a letter of interest which includes their name, school, teaching responsibilities and contact information to Debby Peck, Faculty of Education, UNB. Fax: 506-458-7157; [debby.peck@nbed.nb.ca](mailto:debby.peck@nbed.nb.ca). Each registration form must be accompanied by a letter from the applicant's principal, indicating that the school's administration is supportive of the teacher delivering curriculum appropriate lessons about composting to his/her students.





## **New Brunswick Association for Community Living's 48th AGM**



**May 27th & 28th, 2005, Lord Beaverbrook Hotel, Fredericton**

Join us for our 48th AGM and take advantage of this wonderful opportunity to network with NBACL staff, board members, volunteers, individuals and their families, self advocates, members of community organizations, and service providers.

Attend our engaging speaker sessions as experts, professionals and families share their knowledge about and experiences with such topics as:

- Quality Inclusive Education
- Sexuality and Healthy

Relationships • The Provincial Disability Framework Pilot Project  
• PATH (a person-centred planning tool) • Estates & Futures Planning;  
• The Investing in Children, Families and Communities: It's Time! project.

For more information and to register, contact: nbacl@nbnet.nb.ca, Tel: (506) 453-4400, Fax: (506) 453-4422, 1-866-622-2548).

Registration Fees: \$30 Individuals, \$50 Family (includes Friday night reception, AGM sessions, NBACL

President's Award Luncheon and Presentation with surprise keynote speaker).

**Registration Deadline:  
May 12, 2005**

Hotel Accommodations: Lord Beaverbrook Hotel, 659 Queen Street, Fredericton, NB E3B 5A6, 506-455-3371, 1-866-444-1946, gsm@lordbeaverbrookhotel.com.

## **Johnson Scholarships and Academic Grants**

Applications for Johnson Scholarships and Academic Grants are now available for the 2005/2006 academic year.

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

**Academic Grants** are to assist those returning to full-time studies following an absence of two or more years and for those beginning full-time studies as a mature student.

NBTA members/employees and their dependants (who are enrolled in either the NBTF Group Insurance Plan or the Johnson Inc. Home or Auto Plan) are eligible to apply.

Scholarships and Academic Grants are valued at \$1,000 and there will be a total of 100 awarded across Canada.

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

Forms are available by:

**Calling Toll-free** 1-877-328-7878

**E-Mail** [scholarshipsandgrants@johnson.ca](mailto:scholarshipsandgrants@johnson.ca)

or **On-line** [www.johnson.ca](http://www.johnson.ca)

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# 2005 NBTA Mixed Curling Bonspiel

The annual NBTA Mixed Curling Bonspiel was held at the Carleton Curling club in Saint John on April 1-3. Fifteen teams participated and enjoyed receiving trophies and prizes for their efforts. A great time was enjoyed by all.



Section A Winners (l-r): Tom Gillett - Skip, Barb Kennedy - Mate, Bob Brannen - 2nd, Marilyn Graham - Lead



Section A Runners-up (l-r): Merrill Loughery - Skip, Pat Loughery - Mate, Trina Whipple - Lead, Bob Whipple - 2nd



Section B Winners (l-r): Kevin Robertson - Skip, Jane Robertson - Mate, Eileen Holmes - Lead, Mike Holmes - 2nd



Section B Runners-up (l-r): Terry Dickson - Skip, Anne Levasseur - Lead, Jim Morrison - 2nd, Jackie Clark - Mate



Section C Winners: Gary Sullivan - Skip, Colleen Sullivan - Mate. Missing: Peter Woytiuk - 2nd, Jane Buck - Lead



Section C Runners-up (l-r): Gay Wilson - Lead, Kevin Dixon - 2nd, Heather Langille - Mate, David Morgan - Skip



Section D Winners (l-r): Louise McCarthy - Lead, Mike McCaustlin - Skip, Debbie McLeod - Mate, Rob Peters - 2nd



Section D Runners-up (l-r): Don Purdy - Lead, Mike Graham - Skip, Bob Hunter - 2nd, Monique Richards - Mate (missing)



David Taylor Memorial Plaque Winners, presented by Tom Gillett (l-r): Terry Dickson - Skip, Anne Levasseur - Lead, Jackie Clark - Mate, Jim Morrison - 2nd (missing)



**CHRC** Cultural Human Resources Council  
**CRHSC** Conseil des ressources humaines du secteur culturel

It's just what you've been asking for

**THE ART OF MANAGING YOUR CAREER  
 TEACHER'S GUIDE**

In response to great interest from the education sector in **The Art of Managing Your Career**, the Cultural Human Resources Council (CHRC) has created a Teacher's Guide.

For more information please contact Lucie D'aoust at [ldaoust@culturalhrc.ca](mailto:ldaoust@culturalhrc.ca) • tel: (613) 562-1535 ext 21  
[www.culturalhrc.ca](http://www.culturalhrc.ca)

This project is funded by the Government of Canada's Sector Council Program.



Paid Advertisement

# Music Institute — *Building Tools for the Trade*

June 3, 4, and 5, 2005

Fredericton High School

300 Priestman St., Fredericton, NB E3B 6J7

## Rehearsal and Conducting Techniques for Instrumental Teachers

Dr. Don Buell - Professor of Music, Memorial University, NL

## Rehearsal and Conducting Techniques for Choral Teachers

Dr. Doug Dunsmore - Professor of Music, Memorial University, NL

## Classroom Music from an Orff Perspective: Connecting Music and Literacy

Debra Giebelhaus-Maloney, Calgary, AB

### Registration Fee:

\$20.00 — NBTA Members      \$40.00 — Non NBTA members

(\*Make cheque payable to NBMEA\*)

**Deadline for Registration:** May 2, 2005 (NO ON-SITE REGISTRATION)

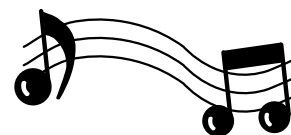
\*Scheduling details will be sent upon receipt of registration.

\*Please note that a maximum of 12 participants in both the instrumental and choral workshops will receive podium time. All other participants are welcome to audit the workshops. Early registration is vital if you plan to take part.

**Accommodations:** A block of rooms have been set aside at Rigby Hall, St. Thomas University, for teachers who plan to attend the institute. All rooms have showers and washrooms. *Participants can also book their own rooms at a hotel of their choice.*

These sessions are being brought to you by the former New Brunswick Music Educators' Council, in conjunction with the NBTA and the High School Council.

Contact your local NBTA Branch for availability of conference grants.



## Music Institute – Registration Form

Name \_\_\_\_\_ School \_\_\_\_\_

Mailing Address \_\_\_\_\_

E-mail Address \_\_\_\_\_

### Select one of the following sessions:

\_\_\_ Instrumental (limited to 12 podium participants, others are welcome to audit)

Check either Podium \_\_\_ or Audit \_\_\_

Years of teaching experience \_\_\_ Years of conducting experience \_\_\_

\_\_\_ Choral (limited to 12 podium participants, others are welcome to audit)

Check either Podium \_\_\_ or Audit \_\_\_

Years of teaching experience \_\_\_ Years of conducting experience \_\_\_

\_\_\_ Classroom Music from an Orff Perspective (open)



**Mail registration to:** Alexis Ervin, 197 Charlotte St., Fredericton, NB E3B 1L3

### For more information about the sessions contact:

Instrumental conducting

Don Bosse - don.bosse@nbed.ca

Choral conducting

Carolyn Nielsen - alto@warpnet.ca

Classroom music from an Orff perspective

Ruth Morrison -ruth.morrison@nbed.nb.ca

# Wellness Highlights

PROFESSIONAL COUNSELLING SERVICE  
FOR TEACHERS



## TEACHER COUNSELLING SERVICES

Ann Kennedy, Districts 14, 17, 18

1-800-561-1727

Betsy Colwell-Burley, Districts 6, 8, 10

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1-888-763-5050

**Illusion:** Meetings are a necessary evil.  
**Fact:** Some meetings are necessary, many are not.

No matter what your position at your organization, it will entail attending a few meetings. Meetings don't have to be time-wasters and morale busters.

**Try this** — when planning the meetings, here are some ideas to follow:

### Before the Meeting

1. Plan the meeting carefully: who, what, when, where, why, and how many.
2. Prepare and send out an agenda in advance.
3. Come early and set up the meeting room.

### At the Beginning of the Meeting

4. Start on time.
5. State purpose of the meeting and establish rules.
6. Get participants to introduce themselves and state their expectations for the meeting.
7. Clearly define roles.
8. Review, revise, and order the agenda.
9. Set clear time limits. Structure the discussion, keep on task.
10. Review action items from the previous meeting.



### During the Meeting

11. Focus on the same problem in the same way at the same time.
- Note:** Don't allow the games that people play to disrupt the meeting.

### At the End of the Meeting

12. Establish action items: who, what, when.
13. Review the group memory (minutes/notes made on flip chart).
14. Set the date and place of the next meeting and develop a preliminary agenda.
15. Evaluate the meeting.
16. Close the meeting crisply and positively.
17. Clean up and re-arrange the room.

### After the Meeting

18. Prepare the group memo.
  19. Follow up on action items and begin to plan the next meeting.
- Note:** A well-outlined memo may be able to replace a full staff meeting.

– *Doing More with Less: How to Get Control of the Time You Have*  
(Sylvia Patzlaff)



# Announcements

## **Young Children and Learning: Honouring Midge Leavitt**

A symposium to discuss the work and ideas of Early Childhood Educator Midge Leavitt (1944-2004) and their current place in education is being organized by the Early Childhood Centre at the University of New Brunswick in Fredericton. We are requesting your contributions - memories, thoughts, artifacts, or particular teaching moments - to be incorporated into a multi-media display. We also want to hear from educators interested in presenting their reflections on Midge's work. The symposium is planned for October or November 2005, the date to be confirmed. For further information and/or to send your contributions about Midge's work, please e-mail Pam Whitty at [whitty@unb.ca](mailto:whitty@unb.ca) or [eccentre@unb.ca](mailto:eccentre@unb.ca) or call her directly at 447-3113.

## **Historica Professional Development Programs**

Every summer, teachers from across the country plunge into a truly historical adventure! While exploring the history of a region, they develop stimulating educational strategies for teaching Canadian history.

Historica's Teachers' Institutes provide a bilingual environment for teachers to share best practices and interact with experts in the field. Through workshops, seminars and field trips, teachers are introduced to new resources, theories and techniques to engage and inspire their students. At the end of the one-week Institute, teachers feel invigorated, motivated and encouraged. Join the teachers in one of two Institutes:

**For Middle School Teachers – *The Narrative in History: Using Stories of the Past in Middle School Education*, July 3 – 9, 2005 – McGill University, Montréal, QC**

**For Secondary School Teachers – *First Peoples and Immigrants: the Making of Canada – Exploring the Teaching of Canadian History*, July 4 – 10, 2005 University of Winnipeg, MB.**

For more information: [www.histori.ca/teachers/si\\_home.jsp](http://www.histori.ca/teachers/si_home.jsp) ([www.histori.ca](http://www.histori.ca)) or [clemieux@histori.ca](mailto:clemieux@histori.ca).

## **Inclusive Schools Conference**

The Canadian Teachers' Federation (CTF) will be offering this conference, *Building Inclusive Schools: A Search for Solutions*, on November 17-19, 2005 in Ottawa.

This conference presents a broadly defined vision for inclusive schools. Participants will have opportunities through presentations, workshops and discussions to examine and develop solutions and strategies that ensure children and youth are not excluded by culture, race, language, socio-economic status, sexual orientation or ability.

For further information, contact: the Canadian Teachers' Federation at (613) 232-1505, ext.

115, or toll free at (886) 283-1505, or email us at [jgall@ctf-fce.ca](mailto:jgall@ctf-fce.ca), [www.ctf-fce.ca](http://www.ctf-fce.ca)

## **Statistics Canada**

The Teacher's page has a new look! No more scrolling down a long Teacher's page - just choose one of the three tabs: • "Teaching tools": click on Resources by subject for free lessons, articles and data listed by school subject, order the Canada at a Glance brochure or visit the Census at School project site • "Reference materials": find relevant publications in alphabetical order - you can link to the free online version or find out how to order the print version • "Data": link to data products such as Canadian Statistics, Community Profiles, E-STAT and Census. <http://www.statcan.ca/english/edu/teachers.htm>

## **SmokeFree Spaces: Activist Toolkit**

Health Canada is promoting this new free CD-ROM activist toolkit, which is the result of the work of the youth delegates at the Smokefree Spaces conference. Besides quick facts about secondhand smoke specific to youth, there are also personal stories, and instructions for various activist events/activities. It provides very practical step-by-step descriptions to get active (e.g. how to get a smokefree team together) and other multimedia resources as well. The toolkit comes with a Facilitator's Guide to help you make the most out of the CD-ROM toolkit.

For further information, contact: Todd Ward, [todd@tgmag.ca](mailto:todd@tgmag.ca).

## **HIV/AIDS Free Education Kit**

*Behind the Pandemic: Uncovering the Links Between Social Inequity and HIV/AIDS* is a new free education kit for high school social studies and global issues classes. The kit explores HIV as a social and international development issue and contains complete instructions for leading hands-on activities, including ready-to-copy activity cards and background notes. The activities have also been used with AIDS service organization volunteers, and

## Counselling Services

- Anger and Stress Management
- Self - Esteem
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**Yvonne Vaughan**

MA M.ED CCC

Phone:  
1-506-454-2216  
or  
1-506-461-8440  
(cell)

\* Insurance Coverage \*

at World AIDS Day events for both youth and adults. For more information, or to order a copy of the kit, check out the publications section at [www.usc-canada.org](http://www.usc-canada.org), or e-mail [Pandemic@usc-canada.org](mailto:Pandemic@usc-canada.org).

### Mount Allison Summer Educational Programmes

Mount Allison's new Festival by the Marsh is offering summer Educational Programmes in Drama, Music (New Music and Voice) and Fine Arts for high school-aged people and others from July 11-24, 2005. Check out our website for the exciting Programmes and other Festival information - [www.festival.bythemarsh.ca](http://www.festival.bythemarsh.ca) or contact Ron at [festival@mta.ca](mailto:festival@mta.ca)

### APSEA Conference

The Atlantic Provinces Special Education Authority (APSEA) is pleased to host *Tides & Tides - Canadian Vision Teachers Conference*, May 13-15, 2005 in Halifax, NS. Dr.

Phil Hatlen, from the Texas School for the Blind, will be the keynote speaker addressing the "Expanded Core Curriculum for Students who are Blind or Visually Impaired". Conference registrants have over 55 varied and informative presentation/workshops/poster sessions from which to choose. A full day pre-conference workshop with Dr. Christine Roman will be held May 12, 2005. Dr. Roman will be presenting on "Assessment and Programming for Children with Cortical Visual Impairment (CVI)". The conference also includes an opening night reception, closing banquet, conference display/distributor exhibits, silent auction of student's creative work and much more. For more information, please visit the APSEA website ([www.apsea.ca](http://www.apsea.ca)).

### New Video on Youth Crime

Entitled "A Chance for Change", the 10-minute video and

accompanying guide promote awareness of themes and issues related to the Youth Criminal Justice Act (YCJA). Recently launched by the Public Legal Education and Information Service of New Brunswick (PLEIS-NB), the video introduces viewers to the innovative ways New Brunswick youth are being held accountable in the community instead of the courtroom.

For more information, contact the PLEIS-NB at 506-453-5369.



**There's still one available!**



**NBTA Sponsored Professional Courses**

<b>Course No.</b>	LR-055
<b>Course Name</b>	Learning to Read: Beginning Reading Instruction
<b>Instructor</b>	Philip Sexsmith
<b>Location</b>	Dist. 08 Office Millidgeville North
<b>Start Date/ Time</b>	6 Saturdays (9-4) May 7 - June 11

Please see the NBTA website [www.nbta.ca](http://www.nbta.ca) for full details, registration form, etc.

## Graduate Courses for Teachers

### Upgrade your teacher certification through

- Distance Learning
- Summer Institutes
- Evening and Weekend Classes

### Programs include

- Educational Technology
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- Leadership
- Special Education
- Counselling

### Beginning Online 2004

- Philosophy of Education
- Introduction to Educational Tech.
- Research Literacy
- Curriculum Foundations
- Theoretical Developments in Curriculum Studies
- Principles of Assessment
- Community Perspectives on School and Society

### Summer Institutes 2005

- Inclusive Education (July 7-21)
- Learning and Technology (July 28-August 11)



Wolfville, Nova Scotia B4P 2R6  
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# CO-OP Principles

NBTA Credit Union is very proud of its **Community Involvement**, including support of such events as:

- \*Our monthly adopt-a-school program\*
- \*Norbert Georget seminars\*
- \*NBTA curling events\*
- \*NBTA golf events\*
- \*NBTA Wellness Program\*
- \*Atlantic Co-operative Youth Leadership Program\*
- \*Big Brothers/Big Sisters Bowl-For-Kids\*
- \*Crimestoppers and NB Police Association\*
- \*Red Cross Blood Donor Clinics\*
- \*Fredericton Food Bank\*

In addition, NBTA Credit Union grants a minimum of five \$1000 education scholarships annually to credit union members or children of credit union members.

**The Seventh Co-op Principle is  
Concern for Community: Co-operatives work for the sustainable  
development of their communities through policies  
approved by their members.**

NBTA Credit Union is here for the  
teachers of New Brunswick - *our community*

## How may we help you today?



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Hours: Monday to Friday, Telephone Service 8:30 am - 4:30 pm  
In-Branch Service: 9:00 am - 4:30 pm