



March 2013
Election Supplement

NEW BRUNSWICK TEACHERS' ASSOCIATION

Who will be the next NBTA Vice-President?

**Inside:
Candidates'
Statements**



This spring will see candidates visiting as many schools and Branch/Rep Council meetings as possible, expressing their views and seeking input from teachers. Teachers should take advantage of opportunities to discuss issues with the candidates and/or listen to them speak as they visit in your area. We encourage teachers to access the NBTA website, which features contact information for all candidates and links to learn more about them.

Links to all candidate information at www.nbta.ca



Guy Arseneault



Karla Roy



Jacques Theriault

**Voting for all members
electronically at
www.nbta.ca**

**Monday, April 22 at 6:00 am -
Friday, April 26 at 4:00 pm**

On Back:

**Voting Eligibility,
Procedures and
Confidentiality**



Guy Arseneault — Statement

Leadership • Experience • Commitment



Guy Arseneault

GETTING TO KNOW GUY

I am a teacher/principal of an elementary school in Dalhousie, Branch 1536. In addition to my teaching and administrative background, I have extensive experience in other leadership roles:

- Acting Past-president NBTA
- NBTA / NBTf Executive
- CTF Advisory Committee
- NBTA Branch Director
- Branch Grievance Chair
- Member of Parliament
- Parl. Sec to Dep. Prime Minister
- Municipal Councillor
- Certified Mediator
- Dep. Commissioner CPP Tribunal
- Community Volunteer

"I would like to use my knowledge, experience and leadership to enhance our profession as your Vice President of NBTA for the 2013-14 year."

CONSIDERATIONS/ INSIGHTS

Meeting with teachers at the branch and provincial levels has given me insights as to what teachers see as important and immediate in our profession. Here are some of my thoughts on these issues.

Working Conditions: I am hearing about the need to provide prep time for report cards for all teachers, time for meetings within the instructional day, and improvements to EST and Administration workloads. I fully support and understand these concerns.

Contract/Benefits: The provincial government is taking direct aim at our benefits. We need to be very vigilant to preserve our pensions, retirement allowance, wages and sick benefits.

Classroom Support: We need increased supports for teachers in helping them manage student behavior and monitor parental involvement.

Early Career Teachers: Our Association is providing valuable support and resources. This has to continue and we must ensure that all early career teachers benefit from these services.

Supply Teachers: We need to continue providing NBTA services through support and strong representation. An effective communications strategy must be put in place to allow these members to be informed and active.

Teacher Supply Fund: Simply put, the full amount should be made available to all contract teachers.

Student Attendance: Teachers and Administrators are very concerned and frustrated about the inability of the system to deal effectively with this issue.

This is a priority issue for all stakeholders that need to be addressed immediately.

VISION / COMMITMENTS

The NBTA has a very solid strategic plan. The four key priority areas of this plan are:

- strengthening relationships
- enhancing working and learning environments
- promoting and supporting public education and the teaching profession
- professional stewardship and responsibility.

Being part of the team that developed this action plan, I am committed to its implementation and development over time. With continued input from you, the members, the NBTA can move forward and enhance the framework of this plan to provide a professional and competent vision well into the second decade of the 21st century.

The NBTA has made great strides in bringing the association **closer to the membership**. This has been done through the Executive Outreach program, staff visitations, more Branch PD and Twitter and Facebook accounts. I am committed to continuing in this direction and expanding upon it through bold and creative means.

I believe in being a **strong advocate** for all teachers; I am committed to **sound decision-making, good governance** and working for the **collective good of all teachers** and our association.

We have many challenges ahead. It is important that we have **strong and experienced leadership**, committed to enhancing our teaching profession. **Together, we can make a difference!** I have that leadership and experience to serve you as NBTA Vice-President. I am excited about this opportunity and **I ask for your support when you vote in April.**

Guy

"With your support, I am committed to enhancing our teaching profession. I believe together we can make a difference!" *Guy*

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www.guyarseneault.ca

THE INFORMATION CONTAINED HEREIN IS NOT NECESSARILY THE OFFICIAL POSITION OF NBTA

Karla Roy — Statement



Karla Roy

Balance for Teachers

First of all, I am truly honored and excited to have been nominated to be a candidate for Vice-President of the NBTA. This is a position that I truly respect and I am looking forward to meeting as many Teachers as possible over the course of the campaign.

I believe that I am a worthy candidate for this position because of my experience and dedication with the NBTA to date. I can't figure out if I became "hooked" with the NBTA eight years ago when I was asked to consider attending a Council Meeting, or when I read the NBTA News at the Library when I first attended University in the late 80's. Since attending my first Council meeting, I have served on numerous NBTA committees and have held a number a positions that have given me the opportunity to represent many teachers in

my school, my Branch and from across the province. I have had numerous opportunities to discuss concerns with and meet many teachers from all grade levels. I have served as Alternate Director on the NBTA Board of Directors, delegate at numerous AGMs, and I am currently the NBTA Elementary Council President and NBTA Branch 1826 President. Teachers often ask me, "Why do you do it? Why do you put so much time into this?" Each and every time, I tell my colleagues that I do it because it is my **passion**.

As a teacher, I **know** how busy our days are. As a mother, I know how challenging raising a busy family is and I am constantly trying to balance the scales so that I can keep up with both the demands of home and the classroom. I know how important it is to take time with my family, and for myself, to achieve the emotional and physical wellness that is needed to be successful in all areas. It is often challenging to find that precious time to secure that balance.

I know what Teachers' concerns are. I know that there are different concerns at each grade level and at different stages of our teaching career. When it comes down to it, we all share **common concerns**:

- **Lack of resources to support the principles of inclusion and the impact of inclusion in the classroom.**
- **Concerns about working conditions**
- **Assessments and Report Cards**
- **Excessive meetings outside the hours of instruction**
- **Fear of our pension security**
- **Curriculum changes**

We all have many of the same concerns and are faced with similar situations in the classroom, both the good and the bad. I would like to extend my NBTA Experience in representing all teachers in New Brunswick. I will endeavor to be proactive to collaborate with those who can make real differences in classrooms. I will continue to be **dedicated** to working for you and **representing** you.

Please **contact me** with your concerns; I want to hear from you. Please take the time to cast your vote during Election Week. I would appreciate your support when it comes time to vote.

karla4NBTAVP.ca

 **karla4NBTAVP**

 **@karla.roy12**

karla.roy@nbed.nb.ca

School contact **453 5423** or **472 9892** (home)

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Jacques Theriault — Statement



Jacques Theriault

I was honoured to be asked to let my name stand for NBTA Vice President. As I reflected on running, I consulted others and reviewed my over thirty years of teaching experience. I became convinced that I have the **EXPERIENCE, LEADERSHIP** and **COMMITMENT** to ask you to support me and **VOTE THERIAULT**. My priorities are a **STRONG CONTRACT, WORK/LIFE BALANCE** and **BALANCING INCLUSION**.

Over the past thirty (30) years I have taught from Kindergarten to Grade 12. As well, for a few years, I was a Consultant at the Department of Education for curriculum and resource development. I have created pilots, resources and written curriculum which won national recognition. I had the pleasure of providing in-service for over 2000 teachers in all corners of New Brunswick. I have presented at the Canadian Association of Principals and other national and international conferences. Sport and coaching have been central to my

life, from elementary to senior high. Active in my community, I have volunteered for charities and coached my children in a variety of sports from Initiation Hockey programs to University of New Brunswick Saint John's Volleyball Team.

My experience also includes chairing and sitting on Atlantic Province Education Foundation committees for resources from Kindergarten to Grade 12. I have been active locally in the NBTA as a School Representative, AGM Delegate and Committee Chair for Resolutions. Presently, I serve as Branch 0820 Director. I first served as a school representative in 1982.

Since that time I have watched governments expand our role with minimal increase in classroom support and erode our quality of life. Again our employer is cutting budgets. Our NBTA leadership must continue to remind our employer that money spent on Education is an investment in our future. Maintenance of the number of teaching positions and provision of instructional resources is essential.

Workload must be balanced with **Quality of Life!** Teachers of varying experience all speak of exhaustion after a day of differentiated instruction with total inclusion followed by staff meetings, PLC meetings, common planning meetings and parent meetings. Add to that marking, report cards, benchmarks, provincial standard tests and the list keeps growing. Teachers tell me that they feel they are testing students more than they are teaching them. We need to balance the amount of testing with instructional time. Teachers need

more support as their roles continue to grow. Success in schools relies on more than just classroom teachers; it also depends on those who support them. Administrators, Literacy and Math mentors, Guidance Counselors, Resource Teachers, Specialists and more are essential to support our classroom efforts. Today's classroom endeavours to provide an equal opportunity for all children to succeed. Yet it should not come at the sacrifice of our **Quality of Life!** Happy, healthy teachers in our schools are a key to a successful education system.

This year we will be negotiating for supply teachers for the first time. It is important to have a strong contract to support them and our "D" contract teachers at a time when many are considering leaving the profession. We need to ensure all teachers have the necessary resources. We have worked hard on creating a pension plan that is almost fully funded. We need to protect it.

Over my career I have taught in schools at all levels. I have had the opportunity to visit many school districts to support, to celebrate school projects and to in-service teachers in all corners of our province. As a teacher, I have represented our province inter-provincially, nationally and internationally. Vote Theriault and I will listen to you and carry your concerns forward to my large network of contacts at all levels of the Education system.

I invite you to contact me by your choice of media.

theriaultforteachers@weebly.com



@JacqTheriault

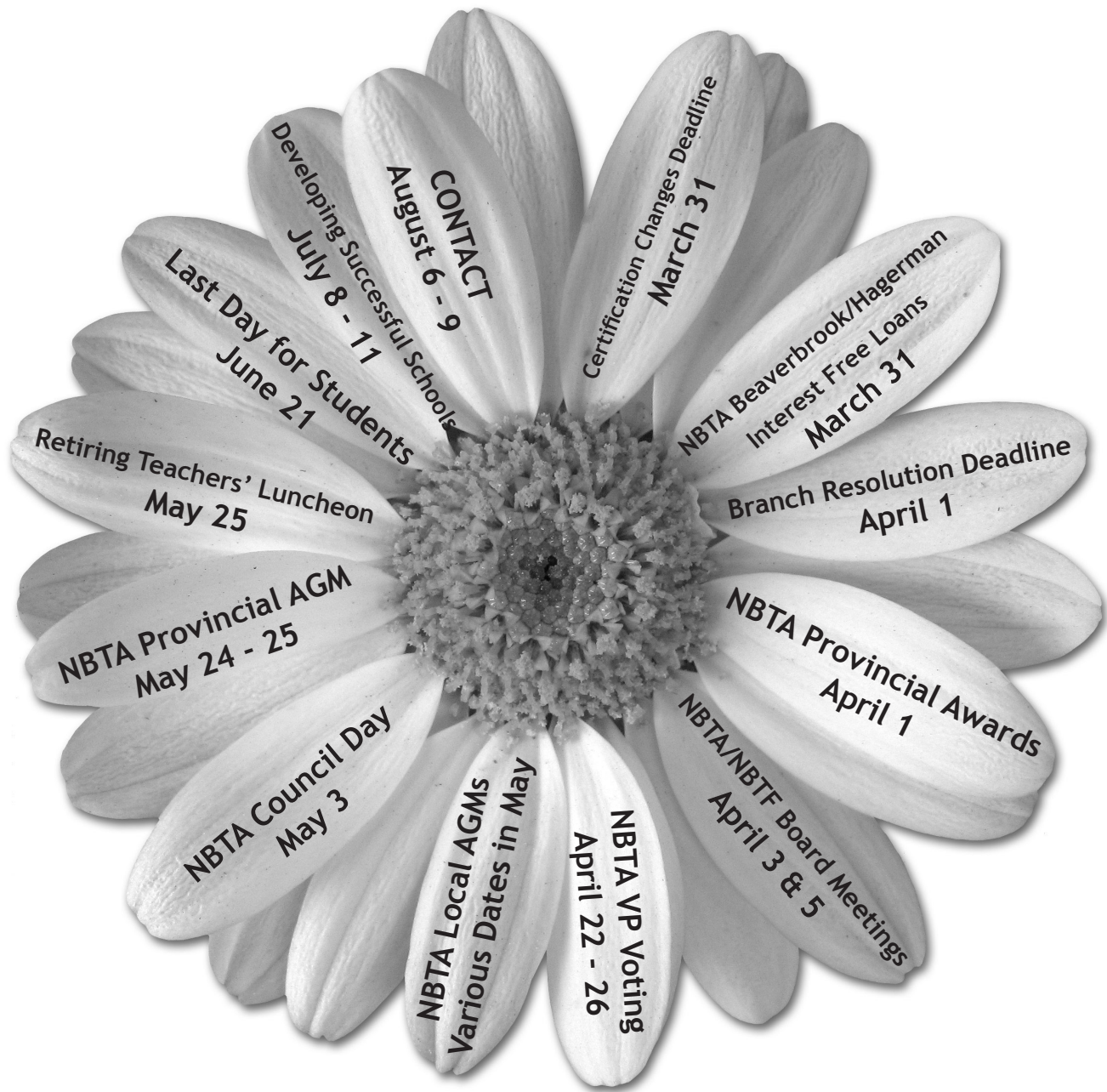


Jacques.Theriault

Jacques.theriault@nbed.nb.ca

Mobile: 644-9895

A Busy Spring & Summer for NBTA Members



NBTA/Beaverbrook/Hagerman Interest-Free Loans

Up to \$1,500.00 in any one school year shall be made available to statutory NBTA members on leave who are improving their professional qualifications through educational programs. Application forms are available from:

Larry Jamieson

New Brunswick Teachers' Association

PO Box 752, Fredericton, NB E3B 5R6

Tel: (506) 452-1721 Email: larry.jamieson@nbta.ca

**The application deadline for
2013 - 2014 is:
March 31, 2013**

Copyright Act: Implications for Teachers

Over the past several years, the Federal Government has been considering changes to the Copyright Act that would bring Canada's copyright laws into the digital age. The Canadian Teachers' Federation (CTF) has lobbied, as part of the Copyright Coalition, for changes that would provide protection for teachers and students when accessing materials on the Internet and for the inclusion of education as part of a "fair dealing" provision.

As a result of a landmark Supreme Court of Canada decision in July 2012 and other changes to Canada's copyright law, new rules have been established for the use of copyright-protected materials for educational purposes. These new rules have a direct impact on current practices in New Brunswick schools as of January 1, 2013.

An overview of these changes was outlined in a memo distributed by John McLaughlin, EECD Acting Dep-

uty Minister, in early January 2013, including the "fair dealing" provision as determined by the Supreme Court of Canada.

These changes to copyright are a major success story for CTF in their work to ensure that legislation reflects a proper balance of the rights of creators with the needs of students and educators to access copyright materials to enhance teaching and learning opportunities.

Fair Dealings Guidelines

The fair dealing provision in the Copyright Act permits use of a copyright-protected work without permission from the copyright owner or the payment of copyright royalties. To qualify for fair dealing, two tests must be passed.

First, the "dealing" must be for a purpose stated in the Copyright Act: research, private study, criticism, review, news reporting, education, satire, and parody. Educational use of a copyright-protected work passes the first test.

The second test is that the dealing must be "fair." In landmark decisions in 2004 and in 2012, the Supreme Court of Canada provided guidance as to what this test means in schools and post-secondary educational institutions.

These guidelines apply fair dealing in non-profit K-12 schools and post-secondary educational institutions and provide reasonable safeguards for the owners of copyright-protected works in accordance with the Copyright Act and the Supreme Court decisions.

Guidelines

1. Teachers, instructors, professors and staff members in non-profit educational institutions may communicate and reproduce, in paper or electronic form, short excerpts from a copyright-protected work for the purposes of research, private study, criticism, review, news reporting, education, satire and parody.
2. Copying or communicating short excerpts from a copyright-protected work under these Fair Dealing Guidelines for the purpose of news reporting, criticism or review should mention the source and, if given in the source, the name of the author or creator of the work.
3. A single copy of a short excerpt from a copyright protected work may be provided or communicated to each student enrolled in a class or course:
 - a) as a class handout;
 - b) as a posting to a learning- or course-management system that is password protected or otherwise restricted to students of a school or post-secondary educational institution;
 - c) as part of a course pack.
4. A short excerpt means:
 - a) up to 10% of a copyright-protected work (including a literary work, musical score, sound recording, and an audiovisual work);
 - b) one chapter from a book;
 - c) a single article from a periodical;
 - d) an entire artistic work (including a painting, print, photograph, diagram, drawing, map, chart, and plan) from a copyright-protected work containing other artistic works;
 - e) an entire newspaper article or page;
 - f) an entire single poem or musical score from a copyright-protected work containing other poems or musical scores;
 - g) an entire entry from an encyclopedia, annotated bibliography, dictionary or similar reference work.
5. Copying or communicating multiple short excerpts from the same copyright-protected work with the intention of copying or communicating substantially the entire work is prohibited.
6. Copying or communicating that exceeds the limits in these Fair Dealing Guidelines may be referred to a supervisor or other person designated by the educational institution for evaluation. An evaluation of whether the proposed copying or communication is permitted under fair dealing will be made based on all relevant circumstances.
7. Any fee charged by the educational institution for communicating or copying a short excerpt from a copyright-protected work must be intended to cover only the costs of the institution, including overhead costs.

Pre – Retirement Vacation

by Michael Ketchum, NBTA Staff

Pre-Retirement Vacation is part of Article 40 in the Teacher's Collective Agreement between the Board of Management and The New Brunswick Teachers' Federation. More specifically it is found in Article 40.07 and it allows for teachers who are close to retirement to use some of their accumulated Retirement Allowance as Pre-Retirement Vacation. However there are several guidelines around its use as follows.

Eligibility

To take a Pre-Retirement Vacation, a teacher must be within 5 years of being eligible to retire. Usually the teacher will have an Age Service Index of 70 or higher. There is no requirement that

the teacher must retire at any specific time once having used a Pre-Retirement Vacation. In fact a teacher can continue to teach for as long as they like after having taken a Pre-Retirement Vacation

Frequency

Teachers can take up to 3 Pre-Retirement vacations in total and only one within any school year. Therefore if a teacher were to take a Pre-Retirement Vacation in the fall, they would not be permitted to take another Pre-Retirement Vacation in the spring of the same school year.

Length of Vacation

The only limit to the number of days a teacher can use as Pre-Re-

irement Vacation is the number of days accumulated as Retirement Allowance. Teachers earn 5 days of salary towards their Retirement Allowance per each year of contract service to a maximum of 125 days. So if a teacher has accumulated 100 days of salary towards their Retirement Allowance then they are eligible for 100 days of Pre-Retirement Vacation. However the NBTA does not recommend the use of all accumulated days towards Retirement Allowance as Pre-Retirement Vacation. Teachers wanting more information on this should contact the NBTA Staff Officer for Teacher Welfare Services.

Developing Successful Schools 2013

July 8-11 — Sandra Herbst



Sandra Herbst, Executive Director for Connections Group, is a noted system leader, author, speaker, coach, consultant, and educator with extensive experience in assessment, leadership, and adult learning.

Sandra's expertise, informed by wide-ranging practice and research, is enhanced by her compassion and humour. She has worked in both el-

ementary and secondary schools as a classroom and specialty teacher, school administrator, and program consultant. Sandra is the former assistant superintendent of the second-largest school district in Manitoba and a past President of the Manitoba Association of School Superintendents and the Manitoba ASCD Affiliate.

As a facilitator of workshops, web conferences, and Institutes across North America and internationally, Sandra provides teachers and leaders with strategies and methods to help meet the diverse needs of learners. She engages in long-term projects with school systems including co-teaching and co-planning with teachers. Sandra models strategies through demonstration lessons with students in their classrooms. Through these events and interactions, Sandra has

conveyed her vision, humour, and passion to thousands of teachers and has followed up with many of them to assess and learn from their experiences.

Sandra is co-author (with Anne Davies and Beth Parrott Reynolds) of two books: *Transforming Schools and Systems Using Assessment: A Practical Guide* (2012), and *Leading the Way to Assessment for Learning: A Practical Guide* (2012). She has several more works in progress in the areas of leadership and assessment.

As Sandra works with schools, systems, and organizations, whether in person or online, she tailors her work to meet the learners' needs. She is a charismatic and highly energetic speaker and leader who is deeply committed to seeing the educational system contribute to the success of all learners.

Watch for more info in the next NBTA News!

Voting will Take Place Electronically

April 22-26, 2013

at www.nbta.ca

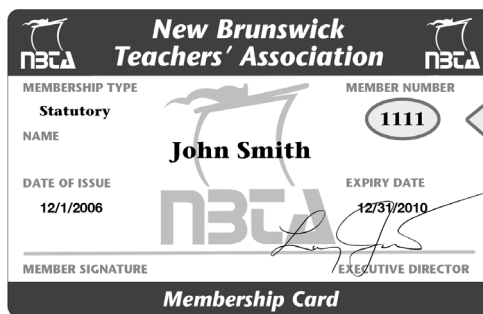
New Brunswick Teachers' Association
 650 Montgomery Street
 P.O. Box 752, Fredericton, NB
 E3B 5R6

Place Label Here



You will need your NBTA Member Number to vote. Please have it ready

Your member number is located on the blue member card shown here:



Who can Vote?

- NBTA Statutory (Contract) Members, including all those on maternity leave and any other teacher on leave who has paid at least 1 day of dues in the current school year.
 - NBTA Casual Members (certified supply teachers) who have (worked) paid dues at least one day during the current school year.
- *Note:** Individuals must have appeared on a dues printout by April 15th.

Who Cannot Vote?

- **Teachers who have not updated their electronic NBTA membership this school year cannot vote.** To register select "2012-13 Registration" from the "Membership" box at www.nbta.ca or contact carlene.merrick@nbta.ca.
- NBTA Statutory (Contract) Members on leave, other than those on maternity leave, who have PAID NO DUES to the Association during this school year.
- All Substitute Teachers on Local Permits.

How to Vote?

- Go to the website at www.nbta.ca
- Click the Election 2013 icon as shown above
- Click to: Learn More Information about the Candidates OR Proceed to the Voting Process.
- If you proceed to vote, enter you NBTA member # and your birthdate.
- Confirm your identity.
- Choose a candidate.
- Confirm your vote.
- A screen will tell you that your vote has been submitted.

*The process, although explained in detail, should take less than two minutes to complete.

**Once a teacher has voted, their member # will be blocked out and they will be unable to vote again. However, a teacher can quit the voting process at any point prior to the "CAST YOUR VOTE" Step and start again at any point during voting week.

Confidentiality of the Vote

All administration of the voting occurs off-site through an external service provider.

NO individual has access to the individual votes.

During voting week, the NBTA Executive Director will receive updates on the percentage of the membership that has voted, BUT no access to the amount of votes for each candidate.

Release of Voting Results

After 4pm on Friday, April 26, NBTA Executive Director Larry Jamieson will be informed by the off-site administrator of the vote totals. Mr. Jamieson will then call each candidate and inform him/her of the results. As soon as all candidates have been informed, an e-mail of the results will be sent to NBTA Branch Presidents and Directors for distribution to the membership through School Reps. An announcement will also be placed on the NBTA website at www.nbta.ca. Election results by branch will be published in the June issue of the *NBTA News*.

