

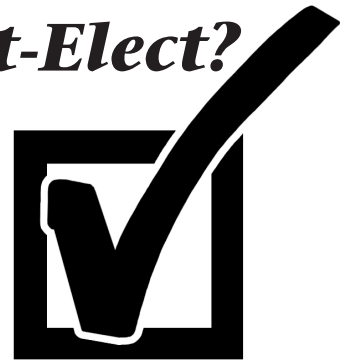


March 2020
Election Supplement

NEW BRUNSWICK TEACHERS' ASSOCIATION

Who will be the next NBTA Vice-President/ President-Elect?

**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 and administrators should welcome candidates and take advantage of opportunities to discuss issues with them. We encourage teachers to access the NBTA website, which features contact information for all candidates and links to learn more about them.

Candidate information can be found at www.nbta.ca



Connie Keating
Branch 0216



Barry Snider
Branch 0217

**Electronic voting at
www.nbta.ca
Monday, April 20 at 6:00 am -
Friday, April 24 at 4:00 pm**

**On Back:
Voting Eligibility,
Procedures and
Confidentiality**



Connie Keating — Statement

Vote Connie Keating for NBTA VP/PE



Connie Keating

Greetings Teacher Colleagues!

Pause and recall the enthusiasm you first felt as you began your teaching career... You were going to leave your mark on generations of children to come. Whether you have been teaching for 5 years, or 10, or perhaps 23 like me, slowly over time the work environment and workload has changed. Students' needs increased while resources diminished. Last year while campaigning, I heard loud and clear from hundreds of teachers who are exhausted, stressed, and longing for positive change. Our work-life balance has virtually disappeared. There is frustration with impossible workloads. Throughout this time, our salary has not even kept up with the cost of living which would be a small compensation.

It is because of my love for this profession and respect for my coworkers that I became actively involved with the NBTA several years ago. My dismay in seeing so many of my colleagues completely dispirited and

looking for an exit route from the profession has kept me actively educating MLAs and other stakeholders about our plight. I have chosen not to allow the challenges to defeat me! Understanding the effectiveness of a strong, experienced voice, I strive to influence positive impact.

Colleagues, we must **IMPACT EDUCATION NOW!** A vote for **Connie Keating** as your Vice President/President-Elect is a vote for a **Strong Experienced Voice**. I will not back down from a challenge! As an educator in a K-12 school, I regularly witness the shortcomings and the successes of our complex New Brunswick system. I have the knowledge, passion and drive to be an effective voice for all teachers!

- As we near another round of bargaining in late 2021, rest assured that **You Matter!** It is imperative to negotiate for a **salary increase** that respects the value of the work we do within the most inclusive education system in Canada. We are paid the second lowest in the country and have not kept up with the cost of living and this needs to be confronted!
- We must persist in **improving our working conditions** now! Teachers are hard-working professionals who endeavor to meet the individual needs of all students in their classrooms, and who make considerable sacrifices for their students. Sustainable workloads would permit us to effectively teach students the knowledge, skills and abilities they need to succeed in the world, while maintain-

ing a positive work-life balance.

- I am committed to obtaining resolutions for the challenges within our complex classrooms now! An inclusive system requires increased supports and appropriate policies and practices. Positive learning and working environments must be a priority. **It is crucial to eliminate violent incidences and have interventions in place to address the student mental health crisis.**
- Lastly, teacher workplace health and wellness must be addressed now! Our three teacher counselors provide a tremendous service assisting teachers to persevere through difficult working conditions. There is an overwhelming need for this service, yet the level of funding has not increased in 10 years. **Addressing the mental well-being of our members** in the next round of bargaining is vital.

Now, not Later!

We have the most important job in the world - we need to sell and promote this with pride! Remember there is **Strength in Solidarity!** We witnessed this when we rallied together during pension reform. Speaking with one voice collectively will influence positive change. We are extremely hard-working professionals who make considerable sacrifices for our students. **Now** is the time to unite in action and partner with decision makers, establishing improved conditions for us all!

Impact Education Now!

Contact Me:

✉ constance.keating@nbed.nb.ca

📱 Connie Keating for NBTA VP-PrezElect

☎ 506-756-4137

🐦 @literacyvet93

www.conniekeating.ca

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

Barry Snider — Statement



Barry Snider

I am honoured to let my name stand again this year to be Vice-President / President-Elect of the NBTA. Over the course of my 24 years of teaching, including the last 12 as a teacher-principal, I have spent 20 years working on behalf of teachers in my branch and around New Brunswick. After several years on the Board of Directors and Executive Committee I was elected to position of Vice-President in 2019. These positions have given me the chance to hear from teachers around the province about their concerns. Here is what they have said:

Working conditions need to improve!

The system is constantly changing and teachers are expected to adapt to and implement change and this has caused chaos in the system. Teachers are asked time and time again to adjust their teaching strategies to meet the new focus of government making it virtually impossible for any

kind of consistent practice in their classrooms. This is compounded by violence in our workplace, and inadequate resources to us to do the job. Teacher shortage has made finding a replacement impossible at times. How can we be expected to improve performance without addressing the conditions we work in?

I am committed to working with teachers and our employer to address this issue so that teachers can focus on helping students learn.

Mental health support for teachers is needed!

Most people do not truly understand what it is to be a teacher in 2020. Every teacher is expected to be a psychologist, social worker, nutritionist, nurse, substitute-parent, and subject specialist. We were not trained for this, but we do it because we care deeply about our students' well-being. The constant change and pressure to implement new programs further limits our time, and combined with the stresses of home and family, and the public pressure to perform 24/7, who cares for the caregivers? We have all known someone who has burned out or retired before they wanted to, so they could spend more time looking after themselves.

We need to put in place additional support for teachers, and to ultimately reduce the pressure on everyone. As a wise man once said, "The time is always right to do what is right."

We need to make more money!

Teaching is a noble vocation and a profession of love, but we need more money. The increases we have negotiated in the past 10 years have not covered the rising cost of inflation meaning we are working harder for less money than we did 10 years ago. Addressing this MUST be a top priority in the next round of negotiations.

I am committed to working with our partners in the Federation on this because we cannot allow this trend to continue.

Teachers are the experts in the system - listen to us!

Teachers know the system better than anyone, particularly in our schools and what works best for our students. As a professional association of teachers, NBTA will continue to push for the inclusion of teachers' voices at all levels of our system. Hearing the concerns, ideas, struggles and successes of teachers is critical for NBTA to do its job effectively. I encourage you to get involved, to use your voice, and let us know what you want of your association. We ALL benefit when we collaborate.

I have 20 years of NBTA experience, knowledge of the critical issues, and I am ready and eager to work with all of our members to improve services to teachers, and ensure the voice of teachers is heard wherever and whenever Education is discussed.

Contact Me:

Email: barry.snider@nbed.nb.ca
Mobile Phone: 506-866-7413
School Phone: 506-882-3002
Website: www.barrysnider.com

Voting will Take Place Electronically

April 20-24, 2020

at www.nbta.ca

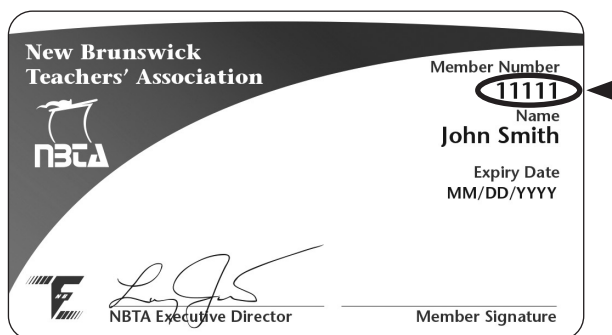
New Brunswick Teachers' Association
 650 Montgomery Street
 P.O. Box 752, Fredericton, NB
 E3B 5R6

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 "Registration" at www.nbta.ca or contact carlene.parker@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 2020 icon.
- Click to: Learn More Information about the Candidates OR Proceed to the Voting Process.
- If you proceed to vote, enter your 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 24, NBTA Executive Director Larry Jamieson will be informed by the off-site administrator of the vote totals. Mr. Jamieson will then inform the candidates of the results. As soon as the 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*.

