

# NBTA NEWS

NEW BRUNSWICK TEACHERS' ASSOCIATION

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

This spring will see candidates reaching out electronically to as many schools and Branch/Rep Council meetings as possible, expressing their views and seeking input from teachers. This will be a virtual campaign as candidates will not be visiting schools. We encourage teachers to take advantage of opportunities to discuss issues with each candidate. More information can be found on 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](http://www.nbta.ca)



**Armand Doucet**  
Branch 0215



**Peter Lagacy**  
Branch 1428



**Dan Patterson**  
Branch 0820

Electronic voting at [www.nbta.ca](http://www.nbta.ca)

April 25 at 6:00 am - April 29 at 4:00 pm



# Armand Doucet — Statement

## LET'S MAKE IT HAPPEN

### Our Reality - Our Renewal - Our Resolve



Armand Doucet

**It is a historic moment for us teachers.**

A storm has been brewing, caused by never ending demands on teachers – increased workloads, online learning, a lack of needed resources, an increase in violent situations, and supply teacher shortages. This is leading to mental health strain, burnout, and colleagues leaving the profession. Compounding this is the upcoming contract negotiations. We are in the eleventh hour, and the urgency is real for our profession.

The pandemic has amplified these issues province wide, whether it be rural or urban settings, elementary, middle, or high school. And, though they might play out differently, they are not disconnected. They are intertwined – the result of ever-increasing management efforts to control our profession. The unprecedented degrees of governmental initiatives, policies, and priorities.

We are told to empower student autonomy, choice, and voice, yet as professionals, we are not afforded the same respect.

These are disturbing and unacceptable trends.

**# TeacherLedPublicEd**

#### OUR REALITY

*We want equal ownership.*

We, the teachers and school leaders, and the employer are supposed to be partners in building inclusive, equitable, sustainable public education.

***But, EQUAL OWNERSHIP, means shared accountability.***

Shared accountability is part of healthy relationships based on trust, communication, and empowering each other. Instead, we have been ignored.

No shared purpose. No shared empowerment. No shared communication.

Often, we learn of any changes about how, when, and where we do our jobs through the media. Communication has been a one-way street, dictated to us, taking advantage of our goodwill, altruism, and sense of duty.

***Furthermore, this lack of stability, this constant pivoting has disrupted our students at every turn.***

The accountability and responsibility for all these changes has fallen squarely on our shoulders. We have been asked to take on more, more, and more.

***And, we have risen to every challenge thrown at us.***

Every. Single. Challenge.

Enough is enough. Now is the time to advocate for the public education we want for our children, and how it should be done.

We love our students. We love our communities. Teaching is the best job in the world.

All we want is to be able to do our job.

[www.armanddoucet.com](http://www.armanddoucet.com)  
[armand.doucet@nbed.nb.ca](mailto:armand.doucet@nbed.nb.ca)  
506-232-1311

#### OUR RENEWAL

*That is why this election is historical.*

It is about renewing, uniting, engaging, and empowering us as an association.

It is about engaging us as a profession from the bottom-up, empowering us as advocates for our classrooms and schools, so that our voices are being heard, leading the changes in education, and taking charge of our collective futures. It is about us as a collective, the teachers and school leaders in all our New Brunswick communities.

The teachers who came before us joined forces to advocate, promote, and advance a strong inclusive public education. They fought for teacher rights. We owe it to their legacy and ourselves, to protect the foundation they established and **renew** our voices, engagement, and advocacy.

#### OUR RESOLVE

We want to lead our public education system. We want safe and positive learning environments and workplaces.

**Let's Make It Happen!**

We want transparent communications with our employer. We want to be treated like the educated professionals that we are.

**Let's Make It Happen!**

We want to belong to a thriving, vital, and progressive profession that impacts New Brunswick's present and future.

**Let's Make It Happen!**

But we can't do this individually. It is going to take every single one of us to raise our collective voices, to mobilize, and to act. NOW.

Vote. It's our Voice. Let's Be Heard.

**Let's Make It Happen!**

# Peter Lagacy — Statement



Peter Lagacy

How quickly a year has passed as your NBTA Vice President! Like so many of you, I have found this year to be the most challenging of my career. Besides managing the pandemic response in my classroom, staying connected with teachers, administrators and NBTA/F leadership has certainly been a challenge. Numerous conversations with members on the front lines have highlighted the challenges at each grade level as well as common challenges that affect us all. They have also strengthened my belief that teachers are dedicated, resilient, compassionate... and exhausted.

## TIME FOR CLEAR COMMUNICATION

COVID-19 has exposed certain areas that need to be addressed in the short term with communication leading the way. Teachers shouldn't learn about

changes that directly affect our classrooms in a news conference! Teachers and administrators need **adequate time and professional learning** to make government initiatives work. **Many felt disrespected by decision-makers who did not seem to appreciate conditions in schools.** EECD, Districts and NBTA/F all have a role to play in ensuring timely, clear, and consistent communication to members.

## TIME FOR A FAIR DEAL

Negotiations are top-of-mind for everyone and are set to begin. As Vice President on the Federation's Committee on Terms and Conditions of Employment, I was able to help develop the Asking Package and am familiar with the issues; online learning, **salary increases**, teacher (staff) shortages, snow days and workload are a sample of issues that will come up during this round of negotiations. Workload and inflation have outpaced our salary increases over the past two contracts. **I will continue to be a strong voice to obtain the best possible contract for teachers.**

## TIME FOR MENTAL HEALTH AND WELLNESS

Teachers need to be respected and valued for the frontline work that they do. **The current reality of today's workload cannot become tomorrow's permanent expectation.** While technology has enhanced many aspects of our profession, it has created an unsustainable expectation that we are available 24/7. Through 'Emergency Remote

Teaching', technology has invaded our homes, consumed our family time, and taken a toll on our well-being and mental health. **Now is the time for action** and a real commitment from the government to ensure mental health days are available when needed.

## TIME TO TAKE SOMETHING OFF THE PLATE

The issues that existed in education prior to the pandemic still remain and many have become worse. Teachers cannot continue to be expected to manage all the societal issues within the classroom without the proper resources and supports. **Inclusion** continues to be a significant issue in our schools. If decision makers are not going to fund/staff/support Policy 322 appropriately then it needs to be changed into something workable. Otherwise, we are back to the unrealistic and unsustainable expectations put on our members, the teacher's tasked with making it work. It's time for classroom composition that works.

Attending 75 NBTA board meetings, 51 NBTA/F executive meetings, serving 3 years as Acting Past President, 1 year as NBTA Vice President, along with my involvement in national and provincial committees have prepared me to be your next NBTA VP/President-Elect. Thank you for the countless phone calls, messages, comments, and support you've shown me over this past year. **Every vote counts**, and I ask for your support during election week. **Together we will make a difference!**

## CONTACT ME:



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



Peter Lagacy NBTA VP/Pres-Elect



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# Dan Patterson — Statement

## YOUR CHOICE FOR YOUR VOICE



Dan Patterson

For over 20 years I have been a teacher for our beautiful Province. I have had the privilege to teach elementary, middle, and high school which has given me an understanding of the joys and complexities that come from within each level. I have worked as a mentor at the school and district level and have experience as an administrator. My involvement with the NBTA began in my first year of teaching, and I have continued to give my time, striving to improve how we are seen and how we are treated by the public and our employer. My name is Dan Patterson, and these are some of the reasons I have decided to run for NBTA VP/President Elect.

Teachers need someone that is not afraid to speak up for change; someone who is willing to change policy and decisions that do not make sense and to push for the ones that do. We need to fight for **improved classroom envi-**

**ronments and salary.** I will **advocate** for the changes our school system so desperately needs. We cannot continue to pause, reflect, be patient, or wait it out anymore. We are the experts in this field, and we need to speak up against the things that don't help our system. We need someone to stand up and say **STOP!** I am that person.

### Communication

Throughout this pandemic we have seen countless occasions that have required better and more accurate messaging for teachers. Government and District Offices continue to offload the management of their poorly laid out plans onto the backs of administrators and teachers. **We need less confusion, more clarity.** We need fair, repeated, and clear communication so we do not feel obliged to sacrifice what little time remains in our days, after working hours. Too much of our personal time, and physical and mental health is being sacrificed to ensure the classrooms and schools are ready for our students. We deserve the respect and time necessary to do it correctly. There needs to be accountability and change. **Miscommunication must STOP!**

### Teacher Health and Wellness

Violence in classrooms, lack of time (to plan, to mark, to meet, to fill out paperwork), lack of support, changing operational plans, public pressure, par-

ents, student behaviours, online and in person teaching, are current areas of great concern for most teachers. It is essential that we start to address how **unmanageable** the expectations are surrounding classrooms. The needs of the classroom are becoming more demanding and because of the pandemic, have brought us to a **critical breaking point.** We need smaller class sizes, properly equipped resource departments and time to accurately plan for and assess student learning. How can we be required to keep up the pace of impractical expectations? **This must STOP!**

### Professional Learning

There is no question as to the value of quality professional learning but, this needs to be **provided by the employer on the employers' time.** No longer should we be expected to make it work or to give up our home life for the employers' benefit. There needs to be a clear path and direction to allow for proper planning and execution. Dart board Professional Learning does not work. **This must STOP!**

Teachers need a voice that will stand up to these pressures. We need someone who will advocate for positive change and will make a difference in our daily lives. You have the choice for who you want this voice to be. No one will work harder for you. **In April, please choose Dan Patterson.**

### Contact Dan:

DanPattersonNBTA@gmail.com

 @PattersonNBTA     PattersonNBTA

 Dan Patterson NBTA

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**Keep It Simple • Small Steps Count • Have Fun!**

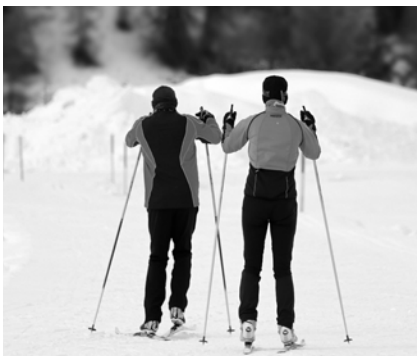
## PRIZES

The winning school in each category will receive a \$100 gift certificate for a “**Wellness Break**” from the New Brunswick School-Based Wellness Program.

The **Grand Prize** is **\$200** for staff wellness for the school that has created the most inclusive and sustainable initiative to promote wellness in their school.

## TO ENTER IS EASY

Submit your photos and captions to [nbta.communications@nbta.ca](mailto:nbta.communications@nbta.ca)



**Duration:  
March 28 - May 6, 2022**



**Know an exemplary New Brunswick teacher or principal?**

**Think they should be recognized by their professional association?**

**Want to celebrate their achievements and contributions?**

**Nominate a colleague for one of our four provincial awards at:  
[www.nbta.ca](http://www.nbta.ca) > Forms > Provincial Awards**



### **Council Teacher Recognition Awards 2022**

Your Councils believe that **all** teachers do a wonderful job. That said, there are always teacher colleagues that our profession wishes to honour or acknowledge for all kinds of wonderful reasons. These extraordinary teachers can be nominated for one of our annual Council Teacher Recognition Awards.

Do you have colleagues who have shown a substantial contribution to any or all of the following: school environment, school spirit, student learning opportunities, teacher morale, individual student development and/or professional activities?

***Nominate them today!***

Nominating a colleague is easy – go to [www.nbta.ca](http://www.nbta.ca) . Fill out the one page nomination form and submit before the **April 1 deadline**.

**Deadline:  
April 1, 2022**

## **Great News Stories!**

**#Dedicated NB  
TEACHER**

**There is always something newsworthy  
happening in the schools of New Brunswick!**

**Use the new hashtag on Facebook or Twitter  
and we will spread the word about these  
wonderful initiatives.**

**Don't use social media? Send a photo and a  
three-line caption to  
[nbta.communications@nbta.ca](mailto:nbta.communications@nbta.ca)**

# Professional Learning Opportunities

## **DSS 2022** **Developing Successful** **Schools Conference**

**July 12-15, 2022**  
**(Tentatively)**

"This was an extremely practical session that will support our work with teachers and leads. Networking opportunities were very productive and I learned a lot from around Atlantic Canada."

— DSS Attendee

## **CONTACT** **-2022-**

This 3 ½ day conference explores educational trends as well as simply great teaching techniques that stand the test of time. It includes sessions facilitated by classroom teachers from all four Atlantic Provinces.

**August 2-5, 2022**  
**Hosted by NSTU**

Conference on New Techniques and Classroom Teaching

## **ATTENTION TEACHERS!** **Are YOU eligible for a PAY RAISE?**

**Are you an EARLY CAREER TEACHER with previous work experience that is related to teaching?**

**Apply to have previous work experience count!**

If you are a new teacher who has previous work experience that is related to teaching, you may apply to the Office of Teacher Certification to have it considered for an increase on your salary grid. The form you need is available from the NBTA website [www.nbta.ca](http://www.nbta.ca). Click on the Certification button and download the form called **Application for Work-Related Experience for Salary Purposes**. You should also contact your district office to ensure that all supply teaching experience has been credited.

**March 31<sup>st</sup> is the deadline to have the increase back-dated to January 3, 2022.**

**Are you a teacher who has COMPLETED COURSE WORK towards a certification upgrade?**

**Don't forget to apply for your certification increase!**

The form you need is available from the NBTA website [www.nbta.ca](http://www.nbta.ca). Click the Certification button and look for the Application for Upgrading Teacher Certification Level at the bottom of the page with other forms.

**Don't forget to include the evaluation fee!**

**March 31<sup>st</sup> is the deadline to have the increase back-dated to January 3, 2022.**

# Voting will Take Place Electronically

## April 25-29, 2022

### at [www.nbta.ca](http://www.nbta.ca)

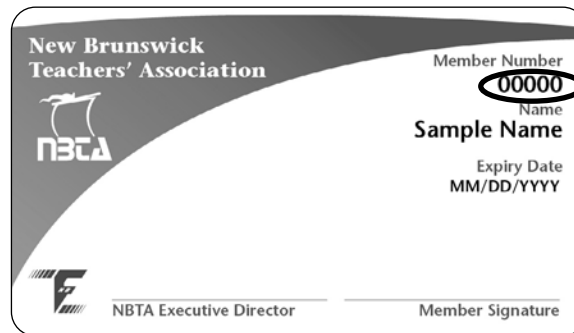
New Brunswick Teachers' Association  
 650 Montgomery Street  
 P.O. Box 752, Fredericton, NB  
 E3B 5R6

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 before the election.

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

\*\*Once a teacher has voted, their member number 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.

### Who Cannot Vote?

- Teachers who have not updated their electronic NBTA membership this school year **cannot vote**. To register select "Register" at [www.nbta.ca](http://www.nbta.ca) or contact [carlene.parker@nbta.ca](mailto: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.

### 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.

### How to Vote?

- Go to the website at [www.nbta.ca](http://www.nbta.ca)
- Click the NBTA Election icon.
- Check out the candidates' information or **proceed to the voting process by clicking "Vote Now"**.
- If you proceed to vote, enter your NBTA member number and your birthdate.
- Confirm your identity.
- Choose a candidate.
- Confirm your vote.
- A screen will tell you that your vote has been submitted.

### Release of Voting Results

After 4pm on Friday, April 29, NBTA Executive Director Ardith Shirley will be informed by the off-site administrator of the vote totals. Ms. Shirley 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](http://www.nbta.ca).

Election results by branch will be published in an upcoming issue of the *NBTA News*.

