

NBTA NEWS

NEW BRUNSWICK TEACHERS' ASSOCIATION

Who will be the next NBTA Vice President?

This spring will see four candidates reaching out to as many schools and Branch/ Rep Council meetings as possible, expressing their views and seeking input from teachers. This will be a hybrid campaign meaning the candidates are prepared to meet with groups of teachers both electronically and in person. We encourage teachers to take advantage of these opportunities to discuss professional issues with each candidate.

Candidate information can be found at www.nbta.ca



Doug Bobbitt
Branch 0618



Jason Green
Branch 1431



Alyssa MacIsaac
Branch 0619



Heidi Ryder
Branch 1610

Electronic voting at www.nbta.ca

April 24 at 6:00 am - April 28 at 4:00 pm



Doug Bobbitt — Statement



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@DOUG.BOBBITT

I have been an educator for the past 31 years and I have met many amazing educators throughout my career. Over the next month, I am looking forward to meeting more amazing teachers and I am hoping to be able to connect with as many of you as possible.

My teaching experience in New Brunswick has been all inclusive. I have had the opportunity to work at elementary, middle, and high school levels throughout my career and this year I am teaching physical education at Sussex Elementary School. Prior to this, I was a principal for 23 years. I have been involved with the NBTA and our branch for more than 12 years, and presently I sit on the executive committee of the NBTA and NBTF, as the acting Past-President.

My campaign focus is membership engagement, standing in solidarity, and championing teacher wellness!

Membership Engagement - We Stand in Solidarity

For the past year, our association has committed a great deal of resources aimed at association renewal. If you are an engaged member, you have read and heard about this process. I believe this process is key, since an association is only as strong as the members that support it! Our branches struggle to get teacher volunteers for branch positions and often rely on the same people year after year. For me, engagement goes beyond these measures. Engagement is the fiber that connects us to who we are as professional educators. We may not always have the same views or beliefs, but at the end of the day we all need to recognize that our voice is stronger when we stand together. How do we reach this goal? The same way solidarity movements from the past led us to our existence today. Be involved, read the communiques, question our direc-

tors, support your branch, the association, and the President on all matters as they relate to education. Trust in the solidarity process!

Standing in solidarity goes beyond the varying stages of the engagement process, since it is the cornerstone of who we are as professional educators joined together by our branches to form the New Brunswick Teachers Association. "Stand in Solidarity" means we support, believe, and trust each other. There is nothing more powerful than these principles in our profession.

Champion Teacher Wellness

Teachers today are overwhelmed with the demands of the job! Burnout has crested the horizon. Teacher shortages in many parts of our province are a serious concern. Lack of available supply teachers have many teachers reporting to work even when they should be home. Program and curriculum changes seem to reflect the flavor of the month rather than the needs of the children. An example of this, was the proposed program changes to French language learning. The suggested program elevated stress levels in teachers. I believe the discussions and dismay surrounding the FLLP caused many members to become engaged, which resulted in the program being pulled by EECD. My hope is that this engagement will strengthen our membership and the support we have for one another!

In closing, I am confident in my abilities to listen, provide insight, and speak on issues that NBTA members are dealing with daily. I humbly ask for your vote in this election with the focus of reengaging our membership, so that we all stand together under the New Brunswick Teachers Association. Together, we are stronger!

Jason Green — Statement



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www.facebook.com/jasongreen4nbta

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The Commitment.

The Experience.

The Voice We Need.

My name is Jason Green, and I am honoured to be running for Vice President of the New Brunswick Teachers' Association.

We deserve a Vice President who is **committed** to tirelessly advocating for the needs of teachers and our profession. I have demonstrated that **commitment** throughout my career by serving teachers, the backbone of the education system, for over 20 years. Starting as a school rep for the North Carolina Association of Educators in my first year, I continued that service after returning to New Brunswick. At the local level I have been a School Rep, Branch Vice President, Alternate Director, Director and Branch President. Provincially, I have served on the NBTA Finance, ESS, Communications, Resolutions, In-School Administrators, the Board of Directors and both NBTA and NBTF Executive Committees for multiple terms. Nationally, I am the New Brunswick Director on the board of the Canadian Association of Principals. To further demonstrate how **committed** I am to serving teachers, I did not run for re-election to my position in municipal politics, and I have stepped away from other responsibilities in order to focus my attention on this opportunity.

During my 24 years of teaching, I have been a classroom teacher at every grade level from kindergarten through to grade 12. I have also been a resource teacher and an administrator. I believe this **experience** exceedingly qualifies me to represent all teachers. I have direct connection to the unique needs and issues of most positions in the profession. Our leaders at the board table need to understand the diverse con-

cerns of teachers around the province. I have that **experience**, and that is why I am equipped to serve as your vice president.

My leadership experience in municipal politics, and my educational leadership in school, and at the NBTA proves that I have what it takes to stand up for what is right and what is best for teachers. I will be a strong **voice** for teachers' rights and work to ensure that we have the resources and support we need to do our jobs effectively in a unique, inclusive system. I truly feel when our employer supports teachers, our students reap the benefits. During my time on the NBTA board of directors and executive committees, I was known for asking hard questions and for having concrete ideas to address our concerns. I am currently working to improve teacher retention and recruitment and to strengthen policy protecting teachers through my NBTA committee work. I will also advocate for transparency for our membership. Government must include teacher **voice** in system changes, and teachers must hear the **voice** of the association wherever and whenever it represents us.

I believe in the power of education to transform lives, and I am committed to serving every teacher in New Brunswick. Together we can build a brighter future for teachers. Please take time to visit my website, Facebook page and other social media sites for details on key issues and to learn more about me and how I can best serve you. Thank you for your support and I hope to have your vote as Vice President of the New Brunswick Teachers' Association.

Alyssa MacIsaac — Statement



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Many years ago, I was encouraged to become involved with our professional association. It had not been something I had thought about as I had little idea what the role of our association was. That year, after attending just a few meetings, I only wanted to learn more. Fast forward twenty years (or so), and both within my branch and provincially have served in many roles. All of these experiences have allowed me to gain different perspectives of what our association does for us in their work.

A return to what we love:

Most teachers went into this profession because of their passion to make a difference in the lives of children by teaching them the skills they would need to be successful in life. Unfortunately, we are no longer a teacher first. As a matter of fact, that often comes last. First, we face the challenge of needing to be children's parent figures, counselors, nurses, social workers, etc. These issues have been flagged for many years and through many reports commissioned by our employer. Teachers continue to learn better ways of doing things to reach all learners, but we constantly have roadblocks placed in our way. We need ACTION on these recommendations along with actual support and HUMAN resources put into place to help our students.

Mental health:

I have become increasingly concerned with the lack of supports for mental health. Teachers are exhausted from trying to hold the system together and to fill the gaps caused by many years of our employer neglecting to implement solutions to the varied problems

identified by our association, by teachers, and by their own reports. There have been very few acknowledgements from EECD of the strain this has placed on teachers. When we look at our students, we see every day the increase in anxiety, depression and trauma behaviours. But we are not experts in these fields, no matter how hard we try. I believe that if we could get the supports in place for students when they are first exhibiting these conditions, then perhaps we could help to alleviate some of the issues as they get older. Imagine a world where we were able to support children and their families in a proactive way instead of always just reacting.

Communication:

I have heard from members that they can be frustrated at times at what they see as a lack of communication from our association. I believe that there are ways we can do better and would work together with our President and staff to improve the flow of information. You are all members of an association with a very hardworking team. It's important for you to know and understand their roles and what they do when working on our behalf.

I feel that I have been a strong voice for teachers through my various roles and am not afraid to tackle the tough subjects. I am incredibly passionate about education and advocate for what is best for students and teachers alike.


I hope I can gain your support in this campaign, while acknowledging that the other candidates are all worthy of the same. All I want is for you to ask all of us the hard questions. Be engaged, get informed and vote!

Heidi Ryder — Statement




Our work, as individual teachers, is powerful. Our collective work, our chorused voice, is even more powerful: that is where the true *Power of (our) Association* lies. Much of my career has been spent in service leadership because I believe in our ability to harness that communal capacity to improve the lives of teachers.

- I have served my branch at the **local level for over twenty years**, sat on **numerous NBTA, NBTf and EECD committees**, was elected to the **NBTA Board of Directors** for two terms and subsequently to the **NBTA Executive for five years** and the **NBTf Executive for four**.
- I attended multiple provincial **AGMs, Leadership** events and **CAPTO** meetings, was NBTA's appointee to the **Teacher Certification Appeals Committee**, was part of NBTA's most recent **Structure and Services Review** committee, sat on NBTf's **Federation Committee**

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 Heidi_Ryder

 Heidi Ryder for NBTA VP

on **Terms and Conditions of Employment** and currently sit on the **NBTf Employer-Employee Relations Committee**.

- In 2018, I was honoured to be named one of **Canada's Outstanding Principals**.

Each of these things transpired because I believe in teachers, the work we do, the importance of teacher voice and our power to effect or, if need be, prevent change. It is also because my colleagues trusted me to advocate for them. I will continue to speak for teachers and for quality education in our province, and would like to do so as your next NBTA Vice President.

As a young teacher, I had mentors who connected me to my profession and my professional association. I benefitted from the profound impact a **strong and supportive professional community** can have on a teacher's success. NBTA is a foundational component of our profession, but it has not been immune to the impacts of Covid and an increasingly digital and disconnected world which have hampered efforts to meet face-to-face, bring teachers into the building to work, meet our new staff—things that build and maintain trust. As we "return to normal", the Association has a responsibility to ensure that **communication with teachers is a priority** and to focus rebuilding the critical connection between our association and teacher members.

We need a **properly resourced system, both in financial and human terms**. The system's needs have continually grown, as have demands on teachers—inclusive classrooms, a grow-

ing newcomer/EAL community, the mental health crisis, technological advancements, changes to pedagogy and programming...the list could fill pages. Social issues that were once the responsibility of the home or other agencies have increasingly fallen on schools and teachers. Students need support and resources so teachers can **focus on education**. If there are changes required to the system--governance, pedagogy, curriculum or otherwise--they must be thoughtful, consultative, and timely. Government, too, has a responsibility to **consult and communicate** with teachers.

We must **address the teacher shortage**, otherwise we are in an endless cycle of our members being denied essential leave days or not being able to attend important professional learning, while unfilled absences and vacant positions continue to impact the operation of schools. **Recruitment and retention** of teachers must be addressed partly through collective bargaining, ensuring teachers are not falling increasingly further behind the **costs of living** while also addressing other aspects of **working conditions and work-life balance**. The supports we offer for teachers require attention, including advocacy for a more **robust beginning teacher program**.

I firmly believe the power of the NBTA rests with our 6300 members—and not just when your votes are counted in April! Over the next few weeks, I look forward to meeting you and sharing our experiences, challenges, and successes. The NBTA is OUR association, and together we can ensure that teachers' powerful voices are heard.

"I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship."

— Brené Brown



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 > Forms > Provincial Awards**



**Council Teacher Recognition
Awards 2023**

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 . Fill out the one page nomination form and submit before the **April 1 deadline**.

**Deadline:
April 1, 2023**

Great News Stories!

**#DedicatedNB
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**

Professional Learning Opportunities

DSS 2023 **Developing Successful** **Schools Conference**

July 11-14, 2023
(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

Conference on New Techniques and Classroom Teaching

CONTACT **-2023-**

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 8-11, 2023
Hosted by PEITF

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 EECD Teacher Certification webpage. You should also contact your district office to ensure that all supply teaching experience has been credited.

March 31st is the deadline to have the increase back-dated to January 2, 2023.

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 on the EECD Office of Teacher Certification webpage.

Don't forget to include the evaluation fee!

March 31st is the deadline to have the increase back-dated to January 2, 2023.

Voting will Take Place Electronically

April 24-28, 2023

at www.nbta.ca

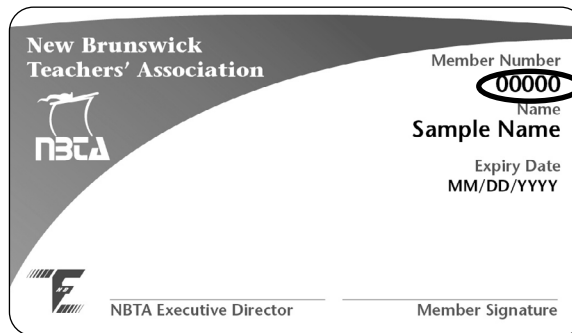
New Brunswick Teachers' Association
 650 Montgomery Street
 P.O. Box 752, Fredericton, NB
 E3B 5R6

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 before the election.
- All Substitute Teachers on Local Permits.

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 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.

How to Vote?

- Go to the website at 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.

*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.

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 28, 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 members. An announcement will also be placed on the NBTA website at www.nbta.ca.

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

