

Annual Report '23- '24



NEW BRUNSWICK
TEACHERS' FEDERATION
FÉDÉRATION DES ENSEIGNANTS
DU NOUVEAU-BRUNSWICK

Table of Contents

First Nations and Traditional Territory Acknowledgment	3
Vision, Mission and Values	5
Message from the Co-Presidents	6
Message from the Executive Director	8
Board of Directors	10
Executive Committee	12
Member Services	15
Member Education	21

Major Files	22
→ Ratification and Implementation of the New Collective Agreement	22
→ Secondments and Reassignments	22
→ Strategic Plan	23
→ Violence in Schools	23
NBTF Committees	24
Networking	28
Communications	30
Budget Information	32
NBTF Staff	34



First Nations and Traditional Territory Acknowledgment

We would like to begin by acknowledging that the land on which we gather is the traditional unceded territory of the Wəlastəkwiyik (Maliseet) Peoples. This territory is covered by the “Treaties of Peace and Friendship” which Wəlastəkwiyik (Maliseet), Mi’kmaq and Passamaquoddy Peoples first signed with the British Crown in 1726. The treaties did not deal with surrender of lands and resources but in fact recognized Mi’kmaq and Wəlastəkwiyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations.



In September 2023, the NBTF welcomed three new members to its Executive Committee. In the picture: Peter Lagacy, Co-President; Yves Arsenault, Kerri-Lea Ryder, and Heidi Ryder, newly elected Executive members; and Stéphanie Babineau, Co-President



Progress Pride Flag

What does it mean?

- Red: Life
- Orange: Healing
- Yellow: Sunlight
- Green: Nature
- Blue: Serenity
- Violet: Spirit
- Black/Brown: Black, Indigenous and other People of Color
- Yellow/Purple Circle: Intersex
- White/Blue/Pink: Trans People

Vision, Mission and Values

This year, the Board of Directors adopted a strategic plan for the New Brunswick Teachers' Federation, including vision, mission, and values statements.

Vision

Education for a prosperous New Brunswick

Mission

To protect and improve working conditions for the socio-economic well-being of New Brunswick teachers.

Values

- Service
- Integrity
- Solidarity
- Equity

Mandate

Why does the New Brunswick Teachers' Federation (NBTF) exist?

The Federation represents all active and supply teachers in the following areas:

- Negotiation of the collective agreement
- Implementation of the collective agreement
- Labour relations between teachers and the Employer (Finance and Treasury Board, Department of Education and Early Childhood Development and school districts)
- Filing of grievances
- Group insurance
- Leaves (deferred, education, maternity, parental, etc.)
- Pensions
- Certification of teachers (representation on the committee by the Associations)

We are a bilingual organization, and our services are provided in the official language of your choice.

Message from the Co-Presidents

It's hard to believe that a year has passed since thousands of teachers, along with concerned citizens across New Brunswick, took to the streets with a simple yet strong message: "Stop the Squeeze!" This incredible turnout and subsequent public support undoubtedly played an important role in securing the tentative agreement that formed our new Collective Agreement, which was accepted by 86% of our voting members.

The signing of the new Collective Agreement has allowed us to focus on our main goal as NBTF Co-Presidents: **To protect and improve working conditions for the socio-economic well-being of New Brunswick teachers.** Advocating for our members is our top priority and we understand the importance and urgency of the changes that are needed. Teachers' right to work in a healthy, safe, and positive environment is critical and must be prioritized by the Employer.

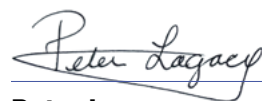
This past year, the NBTF has continued developing its strategic plan. As a result, the NBTF Board of Directors approved new mission, vision and values statements. These focus on prosperity in education for New Brunswick as we continue to value services to members, integrity, solidarity, and equity.

We encourage teachers to reflect on how these values might apply to their local branch, and to stay engaged and make their voices heard. Teachers can get involved by attending local meetings, voicing their questions and concerns, and contributing their ideas for improvement. This is the fuel for our collective progress.

As we begin preparations for our next round of bargaining, we want to remind teachers that **our collective strength lies in our numbers, our diversity, and our commitment to each other.** Whether it's fighting for fair wages and better working conditions or advocating for issues that are important to members, our collective power has the potential to create real and lasting change.

We want to thank teachers for their dedication, passion, and unwavering support. The strength of our union lies in each and every one of us.

In solidarity,



Peter Lagacy
NBTF Co-President



Stéphanie Babineau
NBTF Co-President





Message from the Executive Director

As we close in on the end of another school year, it is important to look back and reflect on the fastest 195 days of every year. Just one year ago, NBTF's messaging was focused on the possibility of a work stoppage to start the 2023 school year because negotiations seemed to be stalling. I'm not convinced that anyone could have predicted we would have a ratified collective agreement on September 28, 2023, resulting in a fall focused on implementation and retroactivity.

There was little time for reflection once the new contract was in place. The time previously filled with bargaining was soon replaced by member concerns, Policy 701, Policy 713, grievances, accommodation, and numerous other requests for services from members.

We have also been focused on maintaining the ties we established with our membership during the most recent round of negotiations by keeping them informed on Federation issues. During the past year, we have changed our practices by sending our Board Highlights Newsletters to all members following each meeting. We've begun to offer live virtual information sessions on topics of interest, and these have been popular with members. These initiatives are intended to encourage teachers to learn more about what the Federation does and how we can support them. We hope to build further momentum in the coming year with more topics discussed and the use of different media. It is important that teachers become involved and stay informed about the work of the Federation.

I would like to acknowledge the effort made by NBTF staff who have done an amazing job this year providing services to members. A great deal of the work takes place behind the scenes and well after the workday has finished, ensuring quality services to our 9,000+ members.

As the first year of our Co-Presidents' mandate comes to an end, I also want to thank Peter and Stéphanie for all their support, encouragement, and patience; they are truly committed to the organizations and teachers.

Finally, I want to congratulate Caroline Foisy and wish her all the best on her appointment as the new Chief Negotiator. She is incredibly capable, and the future of teacher bargaining is in great hands.

As our members begin preparing for the summer break, I encourage them to reflect on all of their accomplishments and the good that they have done throughout the school year. During this well-deserved break, I hope they take some time with their friends and family as they prepare for a new school year.

All the best,



Kerry L. Leopkey
NBTF Executive Director



Board of Directors

The NBTB Board of Directors makes decisions deemed necessary and appropriate for the management of the organization, the promotion of its welfare, and the conduct of its business.

2023-2024 Members of the NBTF Board of Directors

Peter Lagacy	Co-President, NBTF
Stéphanie Babineau	Co-President, NBTF
Kerry Leopkey	Executive Director, NBTF
Ardith Shirley	Executive Director, NBTA
Alain Boisvert	Executive Director, AEFNB
Connie Keating	Past-President, NBTA
Nathalie Brideau	Past-President, AEFNB
Heidi Ryder	Vice-President, NBTA
Éric Godin	Vice-President, AEFNB
Branch 0214	Meagan Wood (Alt.)
Branch 0215	Alison MacEacheron
Branch 0215	Joanne Jardine (Alt.)
Branch 0216	Angela Hoogendyk
Branch 0217	Kerri-Lea Ryder
Branch 0618	Doug Bobbitt
Branch 0619	Edward Butler

Branch 0820	Jillian Wilton	Cercle 1	Véronique Chenard
Branch 0820	Liza Muise (Alt.)	Cercle 5	Akési Takatsuka
Branch 1021	Jennifer Wright	Cercle 6	Monique Arsenault
Branch 1022	Sally Cogswell	Cercle 7	Yves Arsenault
Branch 1023	Robert Barrett	Cercle 12	Nicole Nowlan
Branch 1428	Sean Newlands	Cercle 13M	Éric Landry
Branch 1429	Trudy Stiles	Cercle 13S	Daniel Belliveau
Branch 1430	Katie Saunders	Cercle 19	Patrice Robichaud
Branch 1431	Daniel McCarthy	Cercle 20	Nancy Villeneuve Tucker
Branch 1450	Jessica Cyr	Cercle 26	Lisanne Ells
Branch 1454	Shelly Lutes	Cercle 32	Josée Morin
Branch 1536	Curry Winchester	Cercle 33	Martine Dufour
Branch 1538	Mae Cameron	Cercle 35	Denis Morin
Branch 1542	George Daley	Cercle 37	Cathy Levesque
Branch 1608	Laura Perry	Cercle 39	Mélanie Landry
Branch 1610	Carrie Ross	Cercle 41	Mathieu Allain
Branch 1640	Christa Gallivan	Cercle 51	France Pelletier
Branch 1724	Donna Urquhart (Acting)	Cercle 52	Isabelle Chenard
Branch 1725	Sheridan Mawhinney	Cercle 53	Nicole Savoie
Branch 1809	Angela Lardner		
Branch 1826	Dominic Leach		
Branch 1826	Gordon Linder		
Branch 1827	Michael Fletcher		

Executive Committee

The NBTF Executive Committee directs and supervises the business, property, and affairs of the Federation between meetings of the NBTF Board of Directors.

2023-2024 Members of the NBTF Executive Committee

Peter Lagacy	Co-President, NBTF
Stéphanie Babineau	Co-President, NBTF
Kerry Leopkey	Executive Director, NBTF
Ardith Shirley	Executive Director, NBTA
Alain Boisvert	Executive Director, AEFNB
Connie Keating	Past-President, NBTA
Heidi Ryder	Vice-President, NBTA
Doug Bobbitt	Branch 0618
Kerri-Lea Ryder	Branch 0217
Nathalie Brideau	Past-President, AEFNB
Éric Godin	Vice-President, AEFNB
Josée Morin	Cercle 32
Yves Arseneault	Cercle 07

Actions undertaken by the NBTF Board of Directors and the NBTF Executive Committee

- Recommended a new Collective Agreement to the membership. This was signed on September 28, 2023, with 86% of votes in favour;
- Appointed Caroline Foisy as the new Chief Negotiator;
- Supported the New Brunswick Teachers' Federation's application for intervenor status regarding Policy 713;
- Approved the budget with an increase to member syndical dues;
- Participated in strategic planning exercises for the Federation;
- Reviewed a post-mortem report on the most recent round of negotiations;
- Approved changes to NBTPP Plan documents (removal of Section 5.6 of the Plan Text and the introduction of a "catch-up" provision to the funding policy);
- Reviewed a new document that outlines the working conditions for secondment and reassignments of teachers to school districts or within GNB;
- Revised several NBTF policies.







Member Services

Did you know that NBTF staff are available to provide guidance to members on issues related to their working conditions? They support our members by:

- Providing advice regarding interpretation and application of the Collective Agreement.
Topics include:
 - hours of instruction
 - class size
 - salary
 - types of contracts
 - preparation periods
 - various leaves
 - staffing and transfer processes, and
 - roles, responsibilities, and rights of supply teachers
- Advising and supporting members on issues related to violence in schools
- Accompanying members to disciplinary meetings or investigations arising from the 701 and Respectful Workplace Policies, the Human Rights Act, etc.
- Supporting teachers who require workplace accommodations



Are you a teacher?

**Are you interested
in taking an
educational leave?**

**Are you teaching on a
Schedule B contract?**

**Have you taught a total
of 5 cumulative years
under a Schedule B or
Schedule D contract?**

Educational Leave

If you answered “yes” to all these questions, you are eligible to apply for an educational leave of up to one year and receive 80% of your salary during the leave. You may choose to supply teach during this time to compensate for the 20% reduction in salary. The recipient of an educational leave may study (or study and travel) for reorientation, specialization, or professional development.

These leaves are granted by the NBTF in accordance with Article 37.03 of the Collective Agreement.

The NBTF granted 60 educational leaves for the 2024-2025 school year.

Deferred Salary Leave Plan

Any teacher who holds a Schedule B contract is eligible to participate in the Deferred Salary Leave Plan. This plan gives teachers the opportunity to take a leave of absence for a full school year or a leave of four, five, or six months. It is financed through salary deferral during the period preceding the leave.

Maternity, Parental and Adoption Leaves

Maternity, parental and adoption leaves are benefits provided to teachers under the NBTF Collective Agreement. The scenario and revisions for these leaves are prepared by Janice Freeze, a contract employee of the Federation.

As of April 2024, 206 new requests for maternity, parental or adoption leaves were processed.

**If you have questions about maternity or parental leave,
contact Janice at parent@nbtffenb.ca.**

Counselling & Wellness Program

The New Brunswick Teacher Counselling and Wellness Program is sponsored jointly by the Department of Education and Early Childhood Development and the New Brunswick Teachers' Federation. It also receives support from the NBTF Group Insurance Trustees and the NBTA Credit Union.

Who are they?

- The counsellors in the program are former teachers with years of experience in the New Brunswick school system.

What do they do?

- **Counselling:** They provide individual support for teachers and their families with one-on-one, couples, and family counselling.
- **Critical Incident Response:** They support school staff when they experience loss, threat, or conflict. That can include teacher deaths, student deaths, community crises, and other serious situations that impact the school.
- **Professional Development:** They offer many presentations and workshops each year to school staff on a variety of mental health and wellness topics.
- **NB School-Based Wellness Program:** They coordinate a province-wide wellness program and provide support to a wellness representative in each Anglophone school. This is the preventative piece where they teach teachers how to establish a workplace wellness program for all school staff.



Andy Stewart



Lisa Calhoun



Lisa Vienneau



Michael LeBlanc



Ronna Gauthier



Sara Hayward

Group Insurance

The operation and administration of the NBTF Group Insurance Trust Fund is the responsibility of a Board of Trustees consisting of 12 members appointed by the NBTF Executive Committee. Each trustee has a duty to act in the best interests of all members of the group insurance plan (active and retired) and must diligently monitor financial operations.

The Trustees also have an obligation to ensure ongoing communication with plan members in order to provide information on available benefits. This is communicated through emails and newsletters sent to members.



Did you know that several changes were made to your benefit plans this year?

Prior to January 1, 2024

- The Vision Care annual maximum was 80% to a maximum of \$350 every 24 consecutive months (12 months for dependent children)
- The Fertility Drug maximum was a lifetime limit of \$10,000

As of January 1, 2024

- The Vision Care annual maximum is 80% to a maximum of \$500 every 24 consecutive months (12 months for dependent children)
- The Fertility Drug maximum is a lifetime limit of \$20,000

The Group Insurance Trustees wish to remind you that it is your responsibility to contact Johnson if there are any changes that may impact your group insurance. Any changes to your contract, your school, marital status or dependents must be communicated to Johnson. Do NOT assume that your district payroll department will notify Johnson.

If you have any questions about group insurance claims, you can contact Johnson by phone at 1-800-442-4428 or by email at fredericton@johnson.ca. For any questions concerning the administration of your group insurance, contact Johnson at 1-888-851-5500 or by email at pbadminnb@johnson.ca.

2023-2024 NBTF Group Insurance Trustees

Dale MacRae	Retired teacher, NBTA
Alain Manuel	ASD-S
Lisa Martin	ASD-S
Mark Reid	ASD-S
Derek Hutchison	ASD-N
Dominic Leach	ASD-W
Shane Hoyt	ASD-W
Gérald Pelletier	Retired teacher, AEFNB
Ian Arseneault	DSF-S
Nicole Boudreau	DSF-NE
Kerry Leopkey	NBTF
Caroline Foisy	NBTF
Josée G. Scott	NBTF
Dale Weldon	Johnson
Nadia Roze	Johnson
Angela Bryden	Non-voting trustee (GNB)

Pension

The primary purpose of the New Brunswick Teachers' Pension Plan (NBTPP) is to provide secure pensions to teachers upon retirement and until death (including subsequent benefits to their spouse and eligible dependents as applicable) in respect of their service as teachers.

The Board of Trustees is in place to manage the Plan in the best interest of both active and retired members. It follows industry best practices in terms of governance and administration of the Plan. The NBTPP and the New Brunswick Public Service Pension Plan (NBPSPP) jointly own Vestcor Corp.

2023-2024 NBTPP Trustees

Larry Jamieson	Chair
Marcel Larocque	Vice-Chair
Rémi Gauthier	Trustee
Bob Fitzpatrick	Trustee
Jane Garbutt	Trustee
Leonard Lee-White	Trustee
Jennifer Morrison	Trustee
Amy Murdock	Trustee
Michael Ketchum	Observer
Kerry Leopkey	Observer

Please contact [Michael Butler](#), Director of Member Benefits and Services at the NBTA, or [Rémi Gauthier](#), Director of Member Services at AEFNB, to answer questions you may have about your pension.



Michael Butler,
Director of Member
Benefits and Services, NBTA



Member Education

It is immensely important to the Federation that members continue being educated on union matters related to the NBTF Collective Agreement. Professional learning opportunities are provided by NBTF staff at the request of local branches or members. Efforts are also made to ensure that students enrolled in teaching programs have access to syndical presentations.

This year, NBTF staff met with current and future members during:

- virtual presentations to members on various topics;
- leadership conferences;
- school-based presentations;
- presentations requested by university professors for Education students;
- subject council presentations to early career teachers;
- district-organized early career teachers conference;
- branch meetings;
- member updates on negotiations and presentation of the tentative agreement; and
- individual or group meetings with members.

If you or your school is planning professional development and would like to be better informed on syndical matters, contact your NBTF staff at 1-888-679-7044 or by email, nbtf-fenb@nbtffeb.ca.



Major Files

Ratification and Implementation of the New Collective Agreement

New Brunswick teachers ratified a new collective agreement on September 28, 2023. As a result, a great deal of the fall was spent by Federation staff answering member questions and working on the implementation documentation for teachers and school districts.

The Federation will begin the preparation for the next round in the fall of 2024 under the supervision of the newly appointed Chief Negotiator, Ms. Caroline Foisy.

Secondment and Reassignment of Teachers

The Federation has been working to address member concerns regarding the reassignment and secondment of teachers to positions with school districts and GNB.

Inconsistent Employer practices often led to confusion regarding the rights and benefits of these teachers, especially when they wanted to return to the classroom or accept a permanent position with a school district or GNB.

The NBTF and the Employer recently signed a letter of agreement specifying the working conditions of teachers on secondment or reassignment.

Strategic Plan

The NBTF has been collaborating with consultant Ben Champoux to develop a new strategic plan. The Board of Directors and Executive Committee, as well as Association and Federation Staff, have all participated in the revision of the Mission and Vision statements and in the development of core Values for the organization.

Other important steps taken during the past year were the commencement of a policy review by a committee of teachers as well as the drafting of an Operational Plan to help guide and measure the work accomplished by the NBTF on an ongoing basis.

Violence in Schools

Due to an increase in the frequency and severity of incidents, violence in schools continues to be a focus of the NBTF.

The NBTF Board of Directors passed a motion to strike a committee tasked with developing an action plan on the issue and bringing forth initiatives to help reduce violence in schools. This action plan has five foci: Education and Training, Assessment and Data Collection, Advocacy, Collaboration with Partners and Stakeholders, and Negotiations.

While it is the primary responsibility of the Employer to provide a healthy and safe workplace, a strong collective agreement is also important in that it enhances the worker safety and the accountability of the Employer.



NBTF Committees

Minister’s Advisory Committee on Deferred Salary Leave Plan

The primary responsibility of the Committee is to advise the Minister and the Federation on all operational aspects of the Deferred Salary Leave Plan. This year, the NBTF approved 70 new Deferred Salary Leaves for its members.

2023-2024 Deferred Leave Committee

Nicole LeBlanc	NBTF
Michael Butler	NBTA
Rémi Gauthier	AEFNB
Sarah Lowe	ASD-E
Lindsay MacLean	ASD-W
Sylvie Dallaire	DSF-S
Cindy Desjardins	DSF-NO
Sonya Arbeau	EECD
Allyson Little	EECD

NBTF Policy Review Committee

The role of this Committee is to meet annually to systematically review and assess the NBTF’s organizational policies. It is comprised of teacher members and aims to enhance policy effectiveness, address emerging issues, and promote continuous improvement in policy development and implementation. The Committee makes recommendations to the appropriate governing body (Executive Committee or Board of Directors), depending on the policy, for final approval.

2023-2024 Policy Review Committee

Lindsay Morris	ASD-W
Christine Leeman	ASD-S
Troy Chaisson	DSF-S
Kerry Leopkey, Executive Director	NBTF
Nicole LeBlanc, Labour Relations Officer	NBTF
Stéphanie Babineau, Co-President	NBTF
Peter Lagacy, Co-President	NBTF



2023-2024 Policy Review Committee

NBTF Employee-Employer Relations Committee

The Committee is mandated to facilitate the application and interpretation of the Collective Agreement. It is composed of Employer and NBTF representatives, and usually meets twice a year.

The main topics discussed this year were related to processes surrounding Policy 701, violent incidents in schools, supervision duties, implementation of the new Collective Agreement, unfilled absences, and the role of the local liaison committees.

2023-2024 NBTF Members on the Employee-Employer Relations Committee

Jefferson Robidoux	DSF-NE
Jason Green	ASD-W
Deidra Riddle	ASD-E

Grievance Committee

The Committee is composed of six members: four members from the NBTA and two members from the AEFNB. The mandate of the committee is to carry out NBTF responsibilities with respect to the grievance and arbitration processes under the Collective Agreement. More specifically, it is responsible for reviewing all grievances supported by the Federation and is called upon to sit as an appeal committee when a grievance is not supported by the NBTF Staff Officers. The Committee met twice this year and one appeal was heard.

2023-2024 NBTF Grievance Committee

Martin Daigle	ASD-E
Angela Young	ASD-N
Jillian Wilton	ASD-S
Christopher Gallop	ASD-W
Norma Sippley	DSF-S
Nadine Ross	DSF-NE

Recognition

At its last meeting in March, the Committee highlighted the end of Nadine Ross's term on the Grievance Committee, as well as her retirement. We sincerely thank Nadine for her five years of service to members by serving on the Grievance Committee (2019-2024) and wish her a wonderful retirement after 30 years dedicated to the education of our province's youth.



Finance Committee

Members of the Finance Committee meet annually to review all NBTF expenditures as well as prepare a budget proposal for consideration by the NBTF Board of Directors.

A new budget and dues were passed by the Board of Directors this April.



2023-2024 NBTF Finance Committee

Stephanie Lounder	ASD-E
Lucas Reid	ASD-N
Erin Johnston	ASD-S
Yvonne Caverhill	ASD-W
Michael Fletcher	ASD-W
Liette McGraw	ASD-W
Jonathan Nadeau	DSF-NE
Denis Morin	DSF-NE
Lucette Hachey-Laskey	DSF-S
Peter Lagacy	NBTA
Ardith Shirley	NBTA
Margaret Mott	NBTA
Rick Cuming	NBTA
Stéphanie Babineau	AEFNB
Clara Drolet	AEFNB
Alain Boisvert	AEFNB
Kerry Leopkey	NBTF
Caroline Foisy	NBTF
Amy Gow	NBTF
Kayla Rea	NBTF

Inclement Weather Joint Committee

The Committee started meeting in April 2024.

Representing teachers: Kerry Leopkey, NBTF Executive Director; Ardith Shirley, NBTA Executive Director; and Alain Boisvert, AEFNB Executive Director.

Representing the Employer: Jennifer Gordon-Johnson, Lawyer/Negotiator for Finance and Treasury Board; Derek O'Brien, Superintendent of Anglophone South School District; and Martine Mercure-Dumont, Administrative and Financial Services Director of District scolaire francophone du Nord-Ouest.

During this initial meeting, representatives on both sides focused discussion on the following:

- Understanding what issue the Employer hopes to address by keeping schools open on days when there is no transportation available for students
- Agreeing to share collected data regarding storm days from the past 5 years with the Committee
- Becoming informed on the current Anglophone and Francophone school district practices
- Sharing possible scenarios regarding a possible teacher's workday in the event of a school closure

Networking



CAPTTO

The Council of Atlantic Provinces and Territory Teachers' Organizations (CAPTTO) meets regularly to discuss matters of importance for teachers. CAPTTO comprises the provincial teacher organizations for Newfoundland and Labrador (NLTA), Nova Scotia (NSTU), New Brunswick (NBTA, AEFNB, NBTF), Prince Edward Island (PEITF) and Nunavut (NTA).



CEPA

Since 1960, the Canadian Educational Press Association (CEPA) has been a network for communication specialists from teachers' organizations across Canada. Members meet annually to share communication strategies. The next conference will be held in Victoria, British Columbia, and hosted by BCTF (British Columbia Teachers' Federation).



CTF

Founded in 1920, the Canadian Teachers' Federation (CTF) is a non-profit organization and a national alliance of provincial and territorial member organizations representing over 238 000 teachers across Canada. CTF is also a member of Education International.

Economic Welfare

The Economic Welfare Officers from the Atlantic Provinces and Nunavut meet quarterly to discuss current issues surrounding collective bargaining and political activity. These meetings are hosted by member provinces alternately. Last February, at the invitation of the Nova Scotia Teachers' Union, a meeting was held to keep the organizations informed of developments in their respective provinces and territories.





[Home](#)
[Services](#)
[Publications](#)
[Negotiations](#)
[Contacts](#)

[Read online](#)

Your NBTF Newsletter

OCTOBER 2023

[Read Online](#)

A Note From Our New Co-Presidents
Implementation of the New Collective Agreement
The Federation: Here to Help!
2023-24 NBTF Board of Directors
Violent Incident Reports
2023-24 NBTF Executive Committee
Revision of Expenses
Let's Talk About It!

Peter Lagacy & Stéphanie Babin
2023-2025 NBTF Co-Presidents

As we begin our 4th month as your Co-Presidents, we are humbled by the privilege we have been granted to be your voice. Every day, we work with different stakeholders and rights holders to bring meaningful and positive changes for all New Brunswick

[Home](#)
[Services](#)
[Publications](#)
[Negotiations](#)
[Contacts](#)

[Read online](#)

Your NBTF Newsletter

DECEMBER 2023

[Read Online](#)

New to the Profession?
Here's How to Stay Informed!
Secondment and Leave Without Pay
Changes to Service 50/50
Call for Nominations: Major Milestones Achievement Award
Coming Up in the New Year:
NBTF Members Virtual Information Sessions

Secondment and Leave Without Pay

The following document contains important information regarding which terms and conditions apply when you accept a secondment agreement or a leave without pay.

We strongly recommend that you contact the NBTF before signing an agreement in order to make an informed decision.

[To open the document](#)

[Home](#)
[Services](#)
[Publications](#)
[Negotiations](#)
[Contacts](#)

[Read online](#)

Your NBTF Newsletter

DECEMBER 2023

[Read Online](#)

We encourage you to open this email in a web browser.

Board of Directors
MEETINGS

// Business Arising

Terms and Conditions for Leave Without Pay

As a result of concerns expressed by members, in the process of revising the Letter of Agreement, conditions and benefits for members who accept information regarding these changes, once finalized.

// Required Decisions

Approval of Proposed Budget

The following motions were passed regarding the Federation (NBTF) budget.

It is important to note that the NBTF budget for the 2024-2025 fiscal year will be held in May 2024.

MOTIONS CARRIED:

- That the Board of Directors approves General Fund.
- That the Board of Directors sets the General Fund for the 2024-2025 fiscal year.
- That the NBTF Board of Directors approve budget for the Negotiations Fund.
- That the NBTF Board of Directors set the Negotiations Fund for the 2023-2024 fiscal year.
- That the NBTF Board of Directors set the Negotiations Fund for the 2024-2025 fiscal year.

Communication

In the course of the past school year, the NBTF has continued its efforts to keep members informed through newsletters and Board Highlights. These are available on the [Federation's website](#).

In addition, this year they offered the following virtual information sessions to members and school administrators:

- Teachers' Right to Work in a Healthy and Safe Environment
- Right to Refuse and Your Role Regarding the Health and Safety of your School's Employees
- Providing Clarity on the Staffing and Transfer Process

These sessions are recorded and available on our members-only website, along with the PowerPoint presentation displayed during the session.



Budget Information

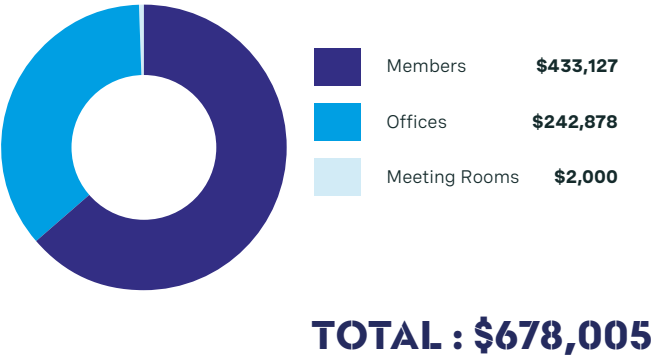
GENERAL FUND SUMMARY

Approved by the Board of Directors on April 18, 2024

ACCOUNT	ACTUAL	BUDGETED	PROJECTED	PROPOSED
	2022-2023	2023-2024		2024-2025
Total revenue	\$652,824	\$635,628	\$635,628	\$678,005
Total expenditures	\$598,138	\$643,540	\$675,479	\$675,296
Surplus (Deficit)	\$54,686	(\$7,912)	(\$39,851)	\$2,709

REVENUES	
No. of statutory members x biweekly rate x 26 (estimated)	8,009 x \$2.08 x 26

REVENUES*



*Revenues in this account do not include dues from casual members (supply teachers) per a motion from the Board of Directors. Office leases have been renewed. Tenants include Johnson, Dave Gorman Financial Strategies Inc & NBTA Credit Union.

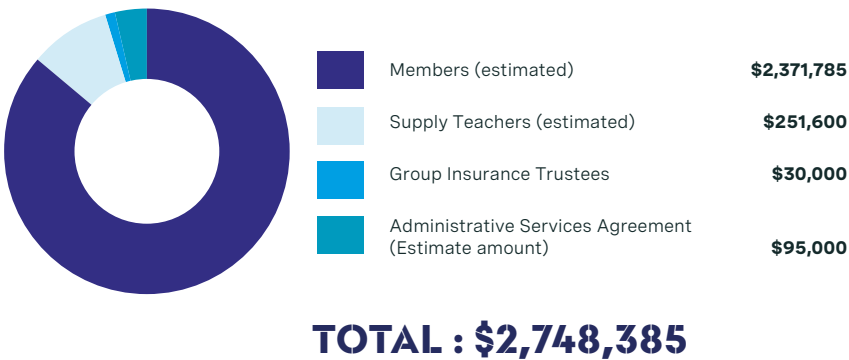
NEGOTIATION FUND SUMMARY

Approved by the Board of Directors on April 18, 2024

ACCOUNT	ACTUAL	BUDGETED	PROJECTED	PROPOSED
	2022-2023	2023-2024		2024-2025
Total revenue	\$1,950,497	\$1,858,000	\$1,896,800	\$2,748,385
Total expenditures	\$2,242,623	\$2,263,984	\$2,584,030	\$2,682,743
Surplus (Deficit)	(\$292,126)	(\$405,984)	(\$687,230)	\$65,642

REVENUES	
No. of statutory members x biweekly rate x 26 (estimated)	8,009 x \$11.39 x 26
Casual members average estimate \$25,160/month	\$25,160 x 10

REVENUES*



*As decided by the Board of Directors in 2010, dues from casual members (supply teachers) are tabulated in the Negotiations Fund. The amount listed here is an estimate as we cannot confirm that the number of supply days will remain the same every month.



NBTF Staff

The Federation's staff team is proud to serve over 9,000 members across the province! Visit our [Website](#) to learn more about the staff responsible for the various services offered to members.
Can you spot our new staff member?

To get the full list of your NBTF staff, please visit
nbtffenb.ca/contact-persons

Toll Free number: 1-888-679-7044
Email: nbtff-fenb@nbtffenb.ca
Website: www.nbtffenb.ca



1st row, left to right:

Nicole LeBlanc, Dimitri Veillesse, Josée G. Scott, Kayla Rea, Vanessa Court

2nd row, left to right:

Leigh Dingley, Laurence Fiévet, Caroline Foisy, Amy Gow,
Barry Snider, Kerry Leopkey, Steve Tassé, Sandee Kilburn-Leach



NEW BRUNSWICK
TEACHERS' FEDERATION

FÉDÉRATION DES ENSEIGNANTS
DU NOUVEAU-BRUNSWICK



WWW.NBTFFENB.CA
1-888-679-7044