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For more than a month, we have been experiencing turmoil and concerns with regards to the COVID-19 pandemic.

As a result of the Province declaring a state of emergency, we have seen a dramatic change to the way teachers are now working with their students and colleagues. This loss of direct contact has not only impacted our work life but also our social interactions with family and friends.

The NBTf is sending this newsletter to reassure you that our team continues to work effectively (in isolation) in order to offer you the same quality and level of service.

We are just a phone call or email away to advise, support and assist you. We are in constant communication with various government departments, school districts, professional associations and other provinces regarding the current situation and to ensure the well-being of all teachers.

We have several resources available online to help you find the information you need as a teacher. We invite you to consult them:

- [Frequently Asked Questions](#)
- [NBTf Communiqués](#)
- [GNB Workforce Mobility](#)
- [Health Canada Advice](#)
- [NBTf Group Insurance](#)
- [Other Links](#)

The next few weeks will be critical and more than ever, we must respect public health recommendations and guidelines on physical distancing and self-isolation.

Stay safe and stay well.



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// Freedom of Expression and Teachers' Responsibilities as Social Media Users

Given the current circumstances where teachers are now required to work from home and through technology, the NBTF thought it would be useful to provide you with advices on social media communication.

[Click here to view the PowerPoint Presentation](#)

// Staffing

It's that time of year when the employer starts the staffing process. The NBTF receives many questions on the subject and considers it important to remind teachers of this process according to the Collective Agreement.

It is also important to mention that as a result of the COVID-19 situation, the districts may be experiencing delays in the placement of teachers for next year. The NBTF will continue to maintain contact with each school district as the process unfolds.

In any school district where a layoff is necessary, the teacher with the least seniority in that school district shall be laid off before any other teacher in that school district providing the remaining staff is capable of satisfactorily fulfilling the requirements of the positions to be maintained in the district.

A Schedule B teacher to be laid off shall receive a written notice to that effect by registered email, mail or personal service from the Superintendent or delegated designate. Such notice shall normally be served on or before June 1st and contain the reasons necessitating the layoff.



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Teachers employed under short-term contracts (Schedule D contracts) who lose their positions because their contracts expire shall have the same rights and responsibilities as laid-off teachers. However, laid-off teachers who held Schedule B contracts shall have the right to apply and be considered first for any positions available. The teacher's name will be placed on the recall list, and the teachers will be considered for future Schedule D or B contracts for which they are qualified. The maximum recall period for Schedule B or Schedule D laid-off teachers shall be (18) eighteen months.

It is the responsibility of a part-time Schedule B contract teacher and a laid-off teacher to keep his/her Superintendent or delegated designate aware of his/her availability for positions.

When teaching positions become available, the Superintendent or delegated designate shall first notify teachers laid off in writing by registered mail or personal service, to give them the opportunity to apply for the positions. Within a reasonable period of time of the serving of such notice to laid-off teachers, if none of the laid-off teachers either applied in writing or, if none who has applied is capable of satisfactorily fulfilling the requirements, the School District may issue a general call for applications for the positions still available.

It is important to note that some teaching contracts awarded to substitute teachers under the Collective Agreement do not afford recall rights. These are Schedule D contracts with terms that lasted less than 4 months, part-time Schedule D contracts that were less than 0.33% of a FTE, Schedule C (Local Permits), Schedule E (Special Term Contracts), and Schedule L (Certificate I, II and III Replacement Teachers).

For any question on this topic, please contact the NBTF at 1-888-679-7044.



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// Additional Teaching Positions

In accordance with the Letter of Agreement *Research Project – Hours of Instruction for K-2*, the Department of Education and Early Childhood Development funded an additional 196 FTEs (B contracts assigned to schools) for the 2019-20 school year. These teaching positions are beyond the number of teachers usually required by the Collective Agreement and are designed to meet the specific needs of the classroom composition. As per the Letter of Agreement, the government provided FENB with a detailed breakdown of FTEs as of February 1, 2020.

It is also important to note that the Letter of Agreement provides that, for the duration of the collective agreement, the number of FTEs for teaching positions will not be less than the number of FTEs as of September 20, 2016, regardless of fluctuations in the student population.

DISTRICTS	FTEs TOTAL ETP		
	LETTER OF AGREEMENT LOA Additional Classroom Composition (Support Teachers) *		
	LETTRE D'ENTENTE Composition de la salle de classe (Support aux enseignants) *		
	2018-02-01	2019-02-01	2020-02-01
ASD-EAST	17,71	34,35	32,00
ASD-NORTH	8,18	17,46	15,21
ASD-SOUTH	22,30	48,80	47,35
ASD-WEST	26,26	47,41	49,70
TOTAL ASD	74,45	148,02	144,26
DSF-NORD-EST	10,95	22,24	18,73
DSF-NORD-OUEST	6,20	12,20	11,90
DSF-SUD	16,90	32,92	31,62
TOTAL DSF	34,05	67,36	62,25
TOTAL DISTRICTS	108,50	215,38	206,51

Total FTEs as of September 30, 2017 ETP total au 30 septembre 2017	Total FTEs as of September 30, 2018 ETP total au 30 septembre 2018	Total FTEs as of September 30, 2019 ETP total au 30 septembre 2019
7 404,80	7 612,70	7 661,70

* Education support teachers (EST) such as resource and guidance teachers, opportunities to split classrooms with challenging composition, school-based teachers to assist students for literacy and numeracy, particularly at the K-2 level, school-based teachers for student behaviour and school-based teachers to assist with gifted and talented students.

* Personnel enseignant des services de soutien à l'apprentissage (SSA) tels qu'enseignants-ressources et conseillers en orientation, possibilités de diviser les classes dont la composition est problématique, personnel enseignant affecté aux écoles en littératie et en numératie pour aider les élèves de la salle de classe, particulièrement des niveaux M-2, personnel enseignant affecté aux écoles pour le comportement des élèves et personnel enseignant affecté aux écoles pour les élèves doués et talentueux.

** Physical education, art and music teachers.

** Enseignant d'art, musique et éducation physique.



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// New NBTF Position

We are pleased to announce the promotion of Geneviève Mélançon to the newly created position of Liaison/Communication Officer at the New Brunswick Teachers' Federation. This change of position was unanimously adopted by the NBTF Executive Committee at its regular meeting held on March 14, 2020.

Ms. Mélançon holds a bachelor's degree in linguistics from Université Laval and is currently pursuing undergraduate studies in organizational communication. Since January 2013, she has held various administrative positions within the AEFNB and the NBTF.

Ms. Mélançon's will be intricately involved in the creation and the implementation of the NBTF media campaigns and the point contact for all NBTF communications. She will also continue her work with the NBTF Group Insurance Plan, as well as supporting committee work at various levels.

We are confident that her qualifications, skills and interests will continue to serve her well in this role.

Please join us in wishing Geneviève all the best in her new position.

// Notice of Interest

The NBTF Group Insurance active plan members are hereby invited to submit their application to sit as a trustee. The NBTF will be seeking one member from NBTA and one member from AEFNB to fill two vacant positions, as per our By-Laws.

Should you be interested in sitting as a trustee, please take note of the following guidelines:

<https://nbtffnb.ca/notice-of-interest-nbtf-group-insurance-trustees/>