

# COQUITLAM TEACHERS' ASSOCIATION

February 23, 2018 - No.24

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## *President's Message*

### **District Unveils New Attendance Management Program**

Responding to the complaints made over many years, the District has decided to revise completely the Attendance Management Program, for all staff. Significant changes include parsing off disability management into its own silo, a move to a stepped structure, a lengthy informal phase of discussion between the member and site admin and clarity on how one moves from one step to the next, goes down steps or is removed from the program altogether. While the details are too complex to entirely address here, the CTA is analyzing the presentation made and will deliver information to Staff Reps on our opinions of the new program.

### **Remedy Feedback**

The CTA is interested, as stated before, in hearing about attempts to access remedy that were unsuccessful, for any reason, as well as insight on how the February submissions at high school are going. Our concerns in these two situations remain teachers being unable to enforce the remedy provision in the MOA and the limitation of available days in February (at high school) due to semester turnaround. If anything else is presenting itself on Remedy, we are happy to hear that as well.

Please forward anything of interest to Kelly Roberts at [kroberts@cta43.org](mailto:kroberts@cta43.org).



# ANNOUNCEMENTS

FOR IMMEDIATE RELEASE

February 20, 2018

## **Childcare and housing announcements will help with BC's teacher shortage**

BCTF President Glen Hansman praised the new government's focus on childcare and housing in the NDP's first full budget, saying, "British Columbia needs to tackle the current affordability crisis in order to solve the ongoing teacher shortage in BC schools."

"The new BC budget's focus on housing and universal childcare will benefit many of BC's public school teachers," said Hansman. "BC has several thousand young teachers who were hired following our Supreme Court of Canada win. They and many others will benefit from the start of a new affordable childcare program. This budget's overall focus on affordability will help recruit qualified teachers from other provinces to BC to help address our province's ongoing teacher shortage."

Hansman explained that taking real action on affordability is an important part of a robust teacher recruitment and retention strategy.

"It's challenging to recruit teachers from Alberta or Ontario when starting salaries for BC teachers are significantly lower and the cost of living is higher," said Hansman. "Investments in programs like childcare and fixing the real estate crisis will help BC be more attractive to out-of-province teachers. The BCTF will continue to work with the government on other recruitment strategies like housing and moving allowances, mentorship programs, as well as making teachers' wages more competitive with other provinces."

## **New education funding keeps BC moving in the right direction after 16 years of cuts**

On the \$212 million increase in operating funding for public schools Glen Hansman said, "BC's 2018-19 budget also follows through on the new government's commitment to keep increasing the province's investment in public education. Since the BCTF's Supreme Court of Canada win, there have been thousands of teachers restored to BC schools. The new funding increases for the coming school year will ensure school districts can hire even more specialists and better meet the needs of students. It's also very encouraging to see new funding for Indigenous language revitalization and I look forward to more details about how schools will fit into that important reconciliation work."

Hansman acknowledged that it will take time to undo the damage done after 16 years of cuts by the previous BC Liberal government, but praised the new government's commitment to annual funding increases. Hansman stressed that the government needs to boost funding over the next two years to account for the upcoming bargaining round and reverse the trend of education spending declining as a share of BC's GDP.

"There are still a lot of challenges in our schools right now that this new funding won't solve outright, but it's refreshing to see a government plan for ongoing funding increases," said Hansman. "One of the biggest challenges remains making sure there are enough specialist teachers and education assistants to properly support children with special needs and ensure all our students get the one-on-one or small group time they need. Budget 2018 keeps BC moving in a better direction and the BCTF will continue our advocacy with the other education partner groups to enhance public education funding even more in the years to come."



Starting on Monday February 19th, the BCTF and Starling Minds is pleased to offer a confidential and free to use five-day mental fitness challenge on stress management. Starling Minds is used by thousands of Canadian educators to improve mental fitness and resiliency.

Please log into your **Starling Minds profile** today to register for the challenge. Through five minute online exercises, the challenge focuses on making small changes throughout the day that will lead to big differences in your levels of stress.

Starling is also available to use for your family members for free. Simply log into your Starling Minds profile and select the referral feature in your profile.

### **Bargaining 2018 UPDATE**

A reminder that staff reps have a bargaining preparation sheet with four squares (a quadrant) to get feedback from staff as to some areas to explore for bargaining! Ideally these are brought into staff rep training next week so the CTA can review.

If you haven't done this with your staff yet, please make some time at your March staff meeting for CTA business or plan a time that week or sooner to discuss this form and get it into the CTA. Your input is valued in this process and we will use the data to form a survey for members to go out after Spring Break that will help us determine bargaining objectives both locally and to recommend provincially to the BCTF. Thank-you for your feedback on this.

# SPOTLIGHT ON SOCIAL JUSTICE

## Reclaiming Common Ground

A Cross Border Social Justice Conference  
for BC, WA and OR Teachers

APRIL 7 • 8:30 AM - 4:30 PM • SULLIVAN HEIGHTS SECONDARY

Registration  
open now

[crossborderconference.weebly.com](http://crossborderconference.weebly.com)



### Keynote Speaker Naomi Klein

Naomi Klein is an award-winning journalist, syndicated columnist and international bestselling author, known for her books, *No Logo*, *The Shock Doctrine*, and *This Changes Everything: Capitalism vs the Climate*. Her most recent book, *No is Not Enough: Resisting Trump's Shock Politics and Winning the World We Need* was a New York Times and international bestseller. She is the Senior Correspondent at The Intercept.



### Keynote Speaker Seth Klein

Seth Klein is the British Columbia Director of the Canadian Centre for Policy Alternatives, a public policy research institute committed to social, economic and environmental justice ([www.policyalternatives.ca](http://www.policyalternatives.ca)). He has been a social activist for over 30 years.



February 28 is **Pink Shirt Day**. CASJ's LGBTQ action group's Day of Pink posters will be arriving in your schools soon.

These include lesson plans in which we honour and celebrate LGBTQ rights. Find additional resources on CASJ's Day of Pink page and at SOGI 1 2 3.



Freedom to Read Week on February 25 to March 3, is a time to reflect upon and celebrate our right to intellectual freedom which is guaranteed under the Charter of Rights and Freedoms. Visit the **Freedom to Read** website to access resources, including lesson plans, videos and a Freedom to Read Kit.

freedom  
to read  
week

Feb 25–Mar 3,  
2018

freedomtoread.ca





We hope your PD day is both rejuvenating and powerful, one that helps shape your ideas with new perspectives for the journey ahead.

Our CTA PD Day is really a team effort. Thank you to everyone who makes the day such a great success:

- The amazing Leadership Students at Riverside Secondary! (Joni Blaxland)
- The wonderful Riverside Culinary Arts Team (Tony Crisafi)
- Riverside Teachers and Admin for opening up their doors for us
- All of our presenters!! (Many were our own SD43 teachers)
- CPVPA for financial and collegial support
- CTA office staff for all of the behind the scenes assistance
- The Essential Service Singers (Formerly Known as "Little Christy and the Voices of Miseducation") for starting us off on a good note
- The CTA PD Committee for working so hard behind the scenes to bring this all together
- To the many other teacher volunteers who helped on Thursday afternoon and through the day on Friday.



*"The essence of teaching is to make learning contagious, to have one idea spark another"*  
– Marva Collins civil rights activist and educator

Also, congratulations to **Diana Robertson** (Nestor Elementary) who is this year's **Grand Prize Winner**. Enjoy your stay at the **Hyatt!**

Congratulations to our 1st, 23rd, 500th and 750th registrants who each received a Chapter's gift card:

**Lydia Dooley** (Mary Hill Elementary)

**John Buglioni** (Scott Creek Middle)

**Valerie James** (Kilmer Elementary)

**Zelda Coertze** (Gleneagle Secondary)

Thank you!

Holly Stibbs, CTA PD Chairperson



## CTA PD DAY



Dr. Martin Brokenleg



Ivan Coyote



Merlyn Horton

**Join us for a great day of learning!**

Opening Remarks, Keynote speaker, features speakers, workshop choices, vendor and publisher tables

FRIDAY, FEBRUARY 23, 2018

## Perspectives on Teaching and Learning in 2018

Riverside Secondary School

Register now on the CTA website

[www.coquitlamteachers.com](http://www.coquitlamteachers.com)

# BCTF NEW TEACHERS' CONFERENCE



WHERE: Radisson Hotel,  
Richmond

WHEN:  
March 2-3, 2018

KEYNOTES:  
-Ivan Coyote  
-Verna St. Denis

WORKSHOPS:  
-Mentoring  
-Classroom Management  
-Assessment  
-Sexual Health Ed  
-Science Inquiry  
-French Immersion  
-Inclusive Classes  
-Health & Safety  
-Critical Thinking  
-Storytelling  
-Boundaries  
...and much more!

*Strong Union, Caring Schools: A place for everyone*

**BCTF Conference for New Teachers,  
New TTOCs, and Student Teachers**

**March 2-3, 2018**

Radisson Hotel, 8181 Cambie Road, Richmond, BC V6X 3X9

Networking | Sharing expertise and ideas  
Exploring services and resources

For information: [bctf.ca/NewTeachersConference2018](http://bctf.ca/NewTeachersConference2018)

**Registration opens mid-January 2018**

For more information, contact: Céline Huard de la Mare,  
604-871-1889 or 1-800-965-7183 local 1889 or via email at [chuard@bctf.ca](mailto:chuard@bctf.ca)



**BC Teachers' Federation**  
Ensemble des enseignants et enseignantes de la Colombie-Britannique  
Ensemble des enseignants et enseignantes de la Colombie-Britannique



Registration to the 20th New Teachers' Conference is filling up fast! There are 300 participants registered. Don't wait until the last minute to join many other new and young teachers from across BC for this excellent professional development opportunity. The BCTF will offer each participant a shopping bag full of material and resources at their arrival. This event is a great way to network with colleagues from other school districts, build up your skills, and enjoy enriching conversations while enjoying great food! Don't miss it!

To register please click on the poster or visit:

<http://www.bctf.ca/uploadedFiles/Public/NewTeachers/conference/2018/REGISTRATIONNTC2018.pdf>

# COMMITTEE VACANCIES

Teachers interested in the following committees should go onto our website for a curriculum vitae form and submit it to the CTA Office by: **Monday, March 5, 2018.**

If you have questions, call the CTA Office at 604-936-9971.

## **New Westminster & District Labour Council**

- 5 CTA reps

## **CTA Multiculturalism & Anti-Racism Committee**

- 1 elem. reps, 2 sec. reps, 1 MAL

## **CTA PD Committee**

- 1 elem reps, 1 middle rep, 2 secondary reps

## **CTA Teachers Teaching on Call Committee**

- 5 members-at-large

## **CTA Policies & Procedures Committee**

- 1 member-at-large

## **CTA Social Justice Committee**

- 1 elem. rep, 2 middle reps

## **District Student Services Advisory Committee**

- 2 CTA reps

## **District French Advisory Committee**

- 3 CTA reps

## **District Student Achievement Advisory Committee**

- 4 CTA reps

## **District Review Panel Committee**

- 1 CTA rep

## **District Technology Advisory Committee**

- 2 CTA reps

## **District Student Wellness & Safety Committee**

- 3 CTA reps

## **District Advisory Committee on Aboriginal Education**

- 1 CTA rep

## **District Reporting Template Feedback & Review Team**

- 1 CTA reps (Grades K-5)- 1 CTA rep (Grades 6-8)

## **District Design Committee for New Elementary Schools**

- 4 CTA reps



# Calendar of Events

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- Elementary Guitar and Ukulele Jamboree on April 11th  
@ Roy Stibbs
- Elementary Choral Jamboree at on May 9th  
@ Aspenwood Elementary



## Contact Us...

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/CTA43



@CTA43

The CTA can be found on Facebook and Twitter. You can also email us or check out the website  
[www.coquitlamteachers.com](http://www.coquitlamteachers.com)

## CTA Contacts:

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Andy Gilligan, Labour Relations Officer  
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