

# COQUITLAM TEACHERS' ASSOCIATION

March 16, 2018 - No.27

#208 - 2502 St. Johns Street, Port Moody, BC V3H 2B4 Ph: 604-936-9971 Fax: 604-936-7515

## Inside This Issue...

P.2 UPDATES: BARGAINING

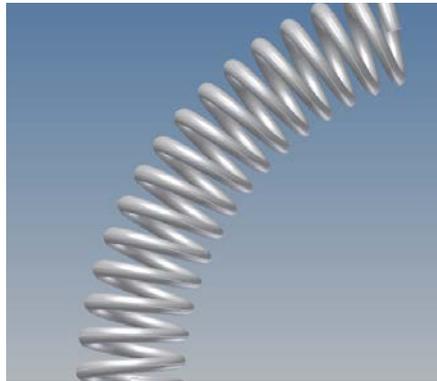
P.3 CTA REP ASSEMBLY &  
CTA GENERAL MEETING  
AGENDAS (APRIL 11)

P.4 PD POWER

P.5 BCTF WOMEN'S INSTITUTE

P.6 FOR NEW TEACHERS  
& SOCIAL JUSTICE

P.7 COMMITTEE VACANCIES



## *President's Message*

### **Violence and Behaviour in Schools**

The CTA has just launched a grievance with regard to working and learning conditions in schools. We are concerned with the growing number of reports from schools about feeling unsafe due to physical, verbal or behavioural interactions with students. Some of these behaviours have led to injuries for our membership and contribute to a school climate that becomes very challenging. We are interested in your circumstances and what you have to tell us on this point. Given the number of calls and emails, this is a common concern across many different schools, levels, socio-economic situations. Please contact one of the released officers at the CTA with your concerns and CC Kelly at [KRoberts@cta43.org](mailto:KRoberts@cta43.org), if you choose to email us.

### **District Occupational Health and Safety Committee Update**

In a meeting yesterday, the employer shared their proposal to bring back the District Occupational Health and Safety Committee, which was dissolved by them in December, and generated a grievance with regard to that. The CTA and it's standing DOHS Health and Safety Reps, Melanie Mattson and Mike Roest, will be analyzing the proposal and providing more suggestions to improve it. The union addressed several areas of concern with the language in the proposal and secured some assurances, that language would be looked at by the employer. As before, our position remains this is a contractually-mandated committee and we want to see it continue to do the good work it's done for over many decades.

# CTA UPDATES

## PROVINCIAL SATISFACTION SURVEYS

Again, these little gems will be percolating out in to schools in the coming weeks. The union reminds that Teachers have never filled these surveys in and that they are voluntary in nature. The BCTF passed a motion way back in 2003 about teacher participation in the government's Satisfaction Surveys and they would like to remind everyone that teachers have not participated in this survey since the November RA passed Policy 9.A.22. If there is pressure to help the admin with administering these surveys, please let us know down here at the office.



### **BARGAINING 2018**

Thanks to all school that got their bargaining quadrants into the CTA. We will be collating these responses over Spring Break and using them to develop a survey for you. Look for that after Spring Break.

Bargaining Priorities are set using feedback from you! We will use the information submitted to develop a survey where you can prioritize the topics for bargaining. The Negotiations Committee will then use that information to formulate local bargaining objectives and make recommendations to the BCTF Bargaining Conference on provincial objectives.

### **Did you know?**

You can learn about the history of collective bargaining on the BCTF website here: <https://bctf.ca/ContactUs.aspx?id=18880>

### **Bargaining Timeline**

#### **Spring 2018 (Happening now)**

- Member Input through CTA staff meetings led by staff reps to discuss bargaining.
- Member Education at Staff Rep Training and through school sites.
- Member Feedback with bargaining "quadrants" at school sites and through LSAs and committees.
- BCTF Bargaining Training.
- Establish Negotiations Committee.
- Bargaining Objectives Survey – coming out after Spring Break

#### **April 24, 2018**

Bargaining Objective and Collective Agreement Work Session with the Executive Committee, LSA Chairs and Committee Chairs.

**May 16, 2018** – Winslow Centre Gallery Room - 4pm

CTA General Meeting to Ratify Objectives. All CTA members encouraged to attend.

#### **Summer 2018**

- CTA Bargaining Training.
- BCTF Summer Conference.
- Submit Recommendations for Provincial Objectives to BCTF.

#### **Fall 2018**

- Appoint CTA Bargaining Team as per CTA policy.
- Request opening date for local bargaining with district and union.
- Local Planning Sessions.
- \*BCTF and CTA goal is to open bargaining early and will make this request to employer

#### **Winter 2018/2019**

- Goal is to open Bargaining locally.
- Proposals presented and bargained.
- Updates to members on progress.

#### **Spring 2019**

- Continue to negotiate locally.
- CTA to communicate progress locally and provincially to members via bulletins and meetings.
- \*As per collective agreement article A.1.1 negotiations must open four months prior to expiration of current agreement. Latest start date to open bargaining.

#### **June 30, 2019**

- Expiration of current Collective Agreement.
- Goal to have new agreement prior to this date.

If you have questions about bargaining you can contact Amanda Long by email at [along@cta43.org](mailto:along@cta43.org)

## CTA REPRESENTATIVE ASSEMBLY

Wednesday, April 11, 2018  
Winslow Gallery Room, 4:00 p.m.



### Agenda

Recognition of First Nations Greeting

1. Call to Order
  - Adoption of the agenda
  - Adoption of the minutes of the Representative Assembly held January 17, 2018
2. Ratification of Committee Appointments
3. Adjournment [4:10 pm]

## CTA GENERAL MEETING

Wednesday, April 11, 2018  
Winslow Gallery Room, 4:10 p.m.

### Agenda

1. Call to order
2. President's Report
3. SD43 Budget 2018-19
4. BCTF AGM 2018
5. Committee Reports
6. School Concerns
7. Prize Draw
8. Adjournment [5:45 pm]

## PROFESSIONAL DEVELOPMENT CHAIR 2018-19

The CTA Professional Development Chair position is filled on an annual basis. As such, the CTA is seeking members interested in the position of Professional Development Chair for 2018-19. Release time for this position is currently 0.4 and the responsibilities include (but are not limited to):

- chairing the PD Committee, the CTA PD Day Committee and LSA Council
- planning, developing, organizing and implementing professional development activities for the CTA Professional Development Day
- processing applications for PD assistance and course fee assistance
- maintaining a liaison between the CTA and the BCTF in matters of Professional Development

The successful candidate will have a sound knowledge of and be highly committed to, professional development; will be well organized and will support a collaborative and collegial office atmosphere.

Interested members should go to our website for a curriculum vitae form, which must be submitted to the CTA by Wednesday, April 11, 2018 4:00 p.m.

## LABOUR RELATIONS OFFICER 2018-19

The CTA Labour Relations Officer position is filled on annual basis. As such, the CTA is seeking members interested in the position of Labour Relations Officer for 2018-19. Release time for this position is 1.0 and the responsibilities include (but are not limited to):

- Dealing with members' problems and inquiries
- Researching, preparing and presenting grievances
- Collaborating with the Table Officers
- Maintaining confidentiality

The successful candidate will have excellent presentation skills and the ability to deal effectively with confrontation and stressful situations.

Interested members should go to our website for a curriculum vitae form, which must be submitted to the CTA by Wednesday, April 11, 2018 4:00 p.m.

Spring Break provides a much need opportunity to de-stress by going for a walk, listening to music, laughing with friends, turning off the morning alarm, limiting time on devices, and purposefully disconnecting from marking, planning and work-related email.

At the same time, it is also a time to reflect on the school year so far (What's working? What's not? Now what?). As I clear out my inbox, I am reminded of these cool ideas I forwarded to myself to explore when I had a moment. Here are two I will share: one is a quick read, the other a 9 minute video.

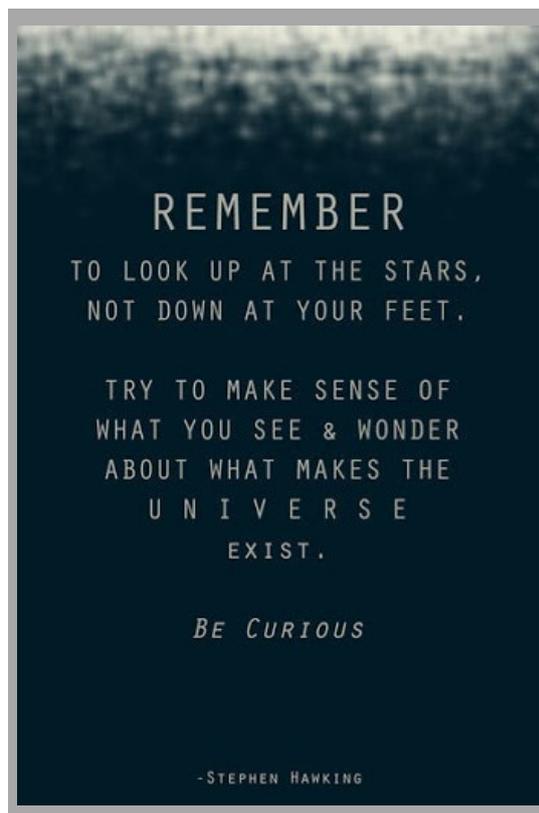
**From George Couros:** 10 Easy Ways To Create an Amazing #ClassroomCulture This Year  
<https://georgecouros.ca/blog/archives/6612>

**From Dr. Martin Brokenleg:**  
<https://www.bing.com/videos/search?q=Martin+Broken+Leg+Circle+of+Courage+first+peoples&&view=detail&mid=127CE8A8654D1CCF56B8127CE8A8654D1CCF56B8&&FORM=VRDGAR>

**A reminder that PD Assistance forms need to be submitted two weeks in advance for approval. If you are planning to attend PD after the break, check the dates. The CTA office staff will be in the week of March 19th-23rd so you can stop by and drop the forms off.**

Happy Spring Break!

Holly



## Tribes TLC® Certified Training

- Be a part of the growing community of teachers, who, by knowing Tribes will:
- Learn effective strategies to create a comfortable, exciting and productive working environment
  - Improve at developing creative, structured lessons and/or meetings that will facilitate active involvement and enhance participation in their group
  - Develop management skills through more 'helping' and less 'micro managing' of issues
  - Recognize the importance of reflection as an integral part of individual growth and become adept at incorporating reflection into daily planning
  - Be able to monitor and assess group and individual understanding and behaviours regularly and easily
  - Become knowledgeable about the benefits of collaborative and cooperative practice
  - Acquire a basic understanding about how to apply brain compatible learning and multiple intelligences in programming and planning
  - Experience the process that they will in turn be creating in their own environments.

<b>Where:</b>	Winslow Centre – Room 212 (Big Table) – upstairs in Learning Services (1100 Winslow Ave., Coquitlam)
<b>When:</b>	April 16, 17, 18 19 <sup>th</sup> 4pm-7:30pm (light dinner provided) April 20 <sup>th</sup> 8:30am – 4pm (lunch provided) (Must attend all sessions to become certified)
<b>Cost:</b>	*cost determined by number of participants 20 participants: \$350 30 participants: \$230
<b>Registration:</b>	To register please <a href="#">click here to register</a> by February 21* at the latest – space is limited to 30 spots (Payment will be due by March 12 <sup>th</sup> to secure your spot) If you have any questions, please contact Marna Macmillan <a href="mailto:mmacmillan@sd453.bc.ca">mmacmillan@sd453.bc.ca</a>
<b>For more information on Tribes:</b>	Please contact Amy Block, Tribes Facilitator at <a href="mailto:amy@amyblock.ca">amy@amyblock.ca</a> or 250-967-5747 <a href="http://www.amyblock.ca/services/tribes-trainer.php">http://www.amyblock.ca/services/tribes-trainer.php</a>

**CARE FOR TEACHERS**

Do you want to be more focused and present?  
 Would you like to increase joy and reduce time pressure?

Join us for the CARE Program, a series of skill building sessions to develop your own resilience and emotional balance. Learn simple ways to infuse mindfulness into your everyday life.

CARE for Teachers is an evidenced-based program specifically created to support social & emotional wellness for teachers. We will focus on a mindfulness-based approach to enhancing well-being and self care.

Sponsored by SEL BC – a network of representatives from BC lower mainland school districts, universities and selected community organizations. [www.selbc.ca](http://www.selbc.ca)

**CARE TRAINING & REGISTRATION DETAILS**

Choose to attend the 21 hour workshop in April and May OR in August and September.

**April/May Session**  
 Friday, April 20 - 4:30 - 8:00pm  
 Saturday, April 21 - 9:30am - 3:30pm  
 Friday, May 11 - 4:30 - 8:00pm  
 Saturday, May 12 - 9:30am - 3:30pm

**August/September Session**  
 Wednesday, August 30 - 9:30am - 3:30pm  
 Thursday, August 30 - 9:30am - 3:30pm  
 Saturday, September 22 - 9:30am - 3:30pm

**Both workshops will be hosted at the Coquitlam School District #43 1100 Winslow Street, Coquitlam, BC**

**Cost \$250.00 per person (includes snacks, meals, workbooks, and certificate)**

**To register for a CARE workshop, please visit the SEL BC website at [www.selbc.ca](http://www.selbc.ca)**

Questions? Interested in hosting a session in your area? Contact us at [sel.bc.network@gmail.com](mailto:sel.bc.network@gmail.com)



educating and enhancing since 1976

Dear Educators,

Mossom Creek Hatchery & Education Centre looks forward to offering:

- Project Wild Workshop for April 20 Pro-D Day**
- Spring field trips for SD43 classes from April -to June
  - Register at: <http://www.mossomcreek.org/field-trip-booking-form/>
  - Book now to get preferred dates
  - Curriculum-based hands-on ecological explorations
  - Fish, Forests, Fung! Furred & Flying ones with a new First Nations Focus!**

Contact Bill Bourgeois at 604-836-0765 or [wwb@telus.net](mailto:wwb@telus.net) to apply for a \$125 rebate when a forest component is included in your program at Mossom.

**Pro-D Day, Project Wild Workshop, K-grade 12, Limited Registration**

Date: April 20, 2018  
 Time: 9:30am-2:30pm  
 Place: Mossom Creek Hatchery  
 Cost: \$35, includes professional PW presenter, activity guide (121 activities), lunch  
 Register: <http://www.mossomcreek.org/teacher-workshop/E-mail>

Project WILD is an interdisciplinary environmental education program for formal and non-formal educators of young people. The goal of Project WILD is to assist learners of any age in developing awareness, knowledge, skills, and commitment to result in informed decisions, responsible behaviour and constructive action concerning wildlife and the environment upon which all life depends. The activity guide consists of 121 activities that support key concepts under the following themes:

- Awareness and Appreciation
- Diversity of Wildlife Values
- Ecological Principles
- Management and Conservation
- People, Culture and Wildlife
- Trends, Issues and Consequences
- Responsible Human Actions

The Project WILD activities are varied to meet the diverse needs and learning styles of students and educators. Project WILD materials are used indoors or outdoors and are a mix of activities for independent exploration, cooperative learning, and full group instruction.



## BCTF WOMEN'S INSTITUTE

By Amanda Long

I attended the BCTF Women's Institute: Bread and Roses: Women Creating Culture, Inspiring Action last weekend in Richmond. The conference brought together, for the first time ever, BCTF women from across the province to engage in workshops, discussion and exploration of women's issues. I attended a workshop on Storytelling for Action and one on Mobilizing Knowledge for Action and found both sessions to be informative, practicable and very relevant to the work I do in the CTA union office. There was a 'living library' that featured a variety of women advocates and leaders available for drop-in conversations. I touched base with Kim Bolan, award-winning Vancouver Sun crime reporter, Judy Darcy, Minister of Mental Health and Addictions, Morgane Oger, trans activist and politician,

and Marion Pollack, CUPW activist who pioneered the fight for paid maternity leave. There were so many new and young teachers in attendance, it was fantastic to connect with them and learn together. We explored the history or "herstory" of the BCTF Status of Women committee and action groups as well as participated in a panel discussion about feminism. I left with so many ideas about how to make our union more inclusive and ways to remove disparity between men and women in the workplace. First up is reinstating our Status of Women Committee at the CTA which has been inactive for many years. Look for that coming next school year!



By Meggan Crawford

As one of two delegates from Coquitlam (along with Amanda Long, CTA 1st Vice President) I had the opportunity to discuss the challenges women face in seeking true workplace equality, but also to celebrate the many accomplishments of women in the BCTF and other professions. Through panels, workshops, interactive activities, and conversation, this group of women delved deeper into how advocacy can help women and other equity seeking groups to better understand and embrace their own power to create change. Conversations around work life balance opened my eyes to the invisible labor women often provide in their other roles, while workshops taught the essentials of organizing and running a good campaign. Guest speakers like Kim Bolan, a crime reporter for the Vancouver Sun, spoke to the challenges women in other fields face and helped show that women and the men who support them need to unite across industries and professions. Overall the Women's Institute was an incredible and enriching experience that reminded me of how far we have come, but also of how far we have left to go.



# FOR NEW TEACHERS

## MENTORING

Did you know our district has mentoring for new teachers and those new to a position? The CTA and district have worked together over the past several years to provide a program that supports teachers in their practice.

### Upcoming events:

- April 12 – Innovation Fairs: One way to explore the ADST curriculum with Kristen Kipp and Sinead Joy
- April 23 - Documenting Learning through Fresh Grade with Ron Morwick, Carrie Vendramin, Kelsey Keller
- May 8 – Interview Tips and Tricks
- June 8 – CTA sponsored Resource Fair
- On-going – pairing new colleagues with mentors

Contact the mentoring co-ordinator Tamara Sengotta: [tsengotta@sd43.bc.ca](mailto:tsengotta@sd43.bc.ca) for information on participating in mentorship or becoming a mentor.

## SOCIAL JUSTICE



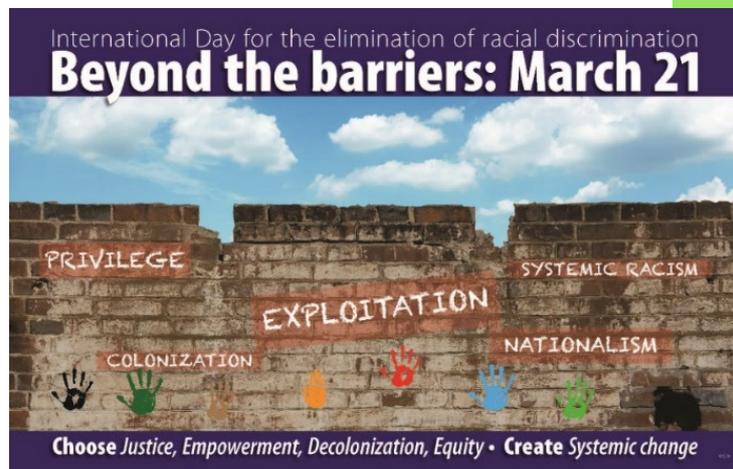
**Reclaiming Common Ground**  
A Cross Border Social Justice Conference  
for BC, WA and OR Teachers

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

WE ARE ALL HUMANS  
END HATE CRIMES

Registration open now

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



International Day for the elimination of racial discrimination  
**Beyond the barriers: March 21**

PRIVILEGE  
SYSTEMIC RACISM  
EXPLOITATION  
COLONIZATION  
NATIONALISM

Choose Justice, Empowerment, Decolonization, Equity • Create Systemic change



### 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.



**March**

- 4-10: International Women's Week
- 8: International Women's Day
- 16: Bottled Water Free Day
- 21: International Day for the Elimination of Racial Discrimination
- 21-27: Week of Solidarity with People Struggling Against Racism and Racial Discrimination
- 22: World Water Day
- 24: Inspire Awards (formerly National Aboriginal Achievement Awards)
- 31: Transgender Day of Visibility

# 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, April 16, 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. rep, 2 secondary 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**

- 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**

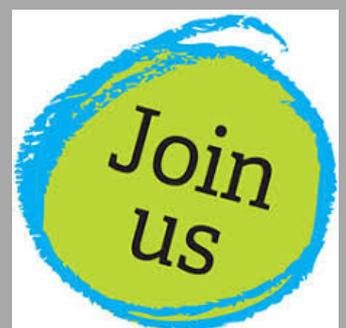
- 1 CTA rep

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

- 1 CTA rep (Grades 6-8)

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

- 4 CTA reps



# Calendar of Events

---

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



## Contact Us...

---



/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:

[www.coquitlamteachers.com](http://www.coquitlamteachers.com)  
CTA Office: 604-936-9971

Ken Christensen, President  
[kchristensen@cta43.org](mailto:kchristensen@cta43.org)

Amanda Long, First Vice-President  
[along@cta43.org](mailto:along@cta43.org)

Kara Obojski, Second Vice-President  
[kobojski@cta43.org](mailto:kobojski@cta43.org)

Andy Gilligan, Labour Relations Officer  
[agilligan@cta43.org](mailto:agilligan@cta43.org)

Holly Stibbs, Pro-D Chair  
[hstibbs@cta43.org](mailto:hstibbs@cta43.org)

Kelly Roberts, Executive Coordinator  
[kroberts@cta43.org](mailto:kroberts@cta43.org)

Heidi Davis, Finance Administrator  
[hdavis@cta43.org](mailto:hdavis@cta43.org)

Pat Adolf, Administrative Associate  
[padolf@cta43.org](mailto:padolf@cta43.org)

Kelly Stewart, Office Clerk  
[kstewart@cta43.org](mailto:kstewart@cta43.org)