



Coquitlam Teachers' Association News

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The CTA office is a scent free workplace.

Visit our Website at www.coquitlamteachers.com

Ken Christensen, President
Amanda Long, First Vice-President
Kara Obojski, Second Vice-President

October 20, 2017
No. 8

What is Remedy?

Remedy is an acknowledgment contractually, that the class you are in contains class size or composition challenges and that, despite best efforts, can not be remediated. As such, to address the needs of that class, remedy is offered to the teacher teaching it, according to a formula negotiated by the provincial parties.

What is Remedy used for?

Primarily, the remedy is used to give the teacher some help in meeting the needs of that class. Teachers can choose from the following three options, under the Memorandum of Agreement, LOU #17:

- Additional Preparation time
- Additional non-enrolling staff support
- Additional enrolling staff (co-teaching)

You will notice all three of these require release time. Now, a few minutes here or there may not be very useful or even possible for the employer to provide. That is why we proposed the option of a remedy bank. This is similar to a sick leave bank in that it will allow you to collect up your time until enough time is there for the minimum callout for a TTOC (120 minutes or 4 FTE). That TTOC could be used to release any of the staff required for the above three choices.

You will notice that there is no cash option. Why?

15 years of principled positions by the CTA the BCTF and their teachers on no cash for kids. We all saw our colleagues in the last strike, doing forced labour on provincial exams, donating their pay to the strike fund. Cash is easy and that is why the districts and government like it but, by making it about money we prove all our adversaries right. It will also significantly undermine our ability to negotiate for improvements to this language in 2018, if huge numbers of teachers are saying these classroom needs can be managed with more money for the teacher.

There will be a reconciliation of unused remedy minutes at the end of the year, particularly those in June that could not be met because they don't add up to enough for a TTOC release. Any remaining minutes can be converted into money for PD or a resource purchase at year end and, that is recommended by the CTA. Anything remaining will be paid out in July.

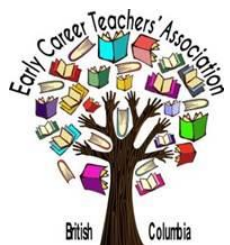
The CTA is asking, respectfully, that members make good use of remedy time, to address the needs of the students generating the remedy. In the end, we are all here because of them.

PD Rep Training

PD Rep Training dates are indicated below. We will be emailing out the PD Rep Training packages shortly.

- Tuesday, October 24, 2017
- Wednesday, November 1, 2017
- Thursday, November 2, 2017

PLEASE NOTE: When accessing the Online Leave Management Web System through CADS please choose CTA PD Rep Training.



Welcome New Teachers to the CTA

Check out the BC Early Career Teachers PSA for access to resources, support networks and professional development opportunities specifically for new teachers and TTOC. For more information on how to join visit the website: www.bcecta.ca

New Teacher Training

Dates: Tuesday, November 21, 2017 **OR** Thursday, November 23, 2017
Times: 8:45 a.m. – 2:45 p.m.
Location: Winslow Centre – Gallery Room

This day workshop is for new teachers who have been teaching 3 years or less and is a **paid** day. Come and learn about:

- Professional Relationships
- Rights & Responsibilities
- Professional Learning and more

REGISTER NOW

Registration is on a first-come first-serve basis. To register please email Pat (padolf@cta43.org).

PD Power

“Learning is more effective when it is an active rather than passive process” ~ Euripides

Our first of three PD Rep afternoon training sessions begin next week. Please find a moment to touch base with your PD Rep and thank them for volunteering to take on this very important responsibility. PD Reps received an email (this week) with their assigned date and time (October 24 or November 1 or November 2).

Some topics of conversation will be:

- Defining PD within our current context
- Balancing individual autonomy with the collective responsibility
- The “nuts and bolts” of PD including yellow forms, school-based PD, and planning forward.

If your school does not have a PD Rep, please let us know by contacting hstibbs@cta43.org



Coquitlam Teachers' Association invites you to attend an Induction to welcome teachers new to the district and to induct teachers new to the profession into the BC Teachers' Federation.

Thursday, November 23, 2017

3:30 p.m. – 5:30 p.m.

Milestones Bar & Grill

2745 Barnet Hwy, Coq., BC

Only TTOC's hired from November 1, 2016 to October 31st, 2017 will be inducted.

Please RSVP Pat (padolf@cta43.org) by Friday, November 17, 2017

Integrate Strategies into Daily Life to Manage Stress

Many of us get so caught up in the fast pace of life that our day-to-day level of stress can feel overwhelming. In this 5-Day Mental Fitness Challenge, we'll focus on making small changes throughout the day that will lead to big differences in your level of stress by the end of the day.

The goals of this challenge include:

- Identify the triggers that cause you stress.
- Increasing your awareness and pattern recognition of how stress affects you.
- Increase your stress management toolkit.
- Learn to use strategies before, during, and after stressful events.
- Increase the frequency that you feel more positive and relaxed.



Even if you're busy, it only takes 5-10 minutes of mental exercises a day to improve your stress management skills.

The challenge starts **Monday, October 23** and ends **Friday, October 27, 2017**. You can join by [signing in to your Starling account](#). If you're not a Starling member, you can register [here](#). There are no fees to join the challenge.

Yellow PD Form Reminders:

The majority of yellow PD forms have been processed and sent back to schools in the last two mailbags.

If you have not gotten your form back yet, you likely will this Wednesday.

Please remember you must send **both a conference report and receipt** (even if you already attached one) to the CTA within one month of the last day of your event for reimbursement.

How your EFAP can help

✓ Confidential services

✓ Information to help with work and life

✓ Immediate assistance 24/7/365

To access EFAP services, just call
Morneau Shepell

1.844.880.9142/TTY 1.877.338.0275

WANTED: District Design Committee for New Elementary Schools (6 CTA Members)

The District Design Committee will work with the Architect and Facilities Personnel to provide feedback on designing new elementary schools in School District #43. The time commitment will be approximately 2-3 meetings per month from 3:30 – 5:30 p.m. over a period of 3-4 months during the fall of 2017 and early 2018. There will be documents and drawings to review between meeting. *Please go to our website for a curriculum vitae [click here](#) and submit it to the CTA Office.*

770 Corner

TTOC Committee

Date: Thursday, November 16, 2017

Time: 4:00 p.m.

Place: CTA Office