

# COQUITLAM TEACHERS' ASSOCIATION

March 9, 2018 - No.26

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## *President's Message*

### **Human Resources Hires**

The employer recently added two new people to the HR Dept. as Senior Managers. One of the names you may recognize, it is Charley King, our former President; the other person is Ursula Markovic. The CTA had a conversation a week before these hires transpired, asking for less captains on the ship and more people that we deal with directly, namely managers and senior managers. We also asked for more teacher voices in HR. The employer has, apparently, acceded to both these requests, based upon these hires. We certainly expect that there will be some questions or concerns with regard to the hiring of a former CTA President into the Board Office. We are interested in anything you'd like to say to us on the matter. Please communicate your thoughts to any of the officers down here and, if you send something electronically, CC Kelly at [Kroberts@cta43.org](mailto:Kroberts@cta43.org).

### **International Women's Day**

This week contains International Women's Day on March 8 and the CTA wants to acknowledge all the women working in education, who are making the world a better place for their efforts. The profession is majority female and the positive force for change driven by the work women do in education cannot be overstated. Congratulations, best wishes and recognition on this International Women's Day!

# CTA UPDATES

## Violent Incidents in Schools

The CTA is growing alarmed at the increase in severe behaviour from students and violent incidents in schools, particularly at the Elementary level. We strongly encourage reporting of these incidents in school sites. If there is anything you are hearing where reporting these incidents is being discouraged in sites, we want to know about it. Reporting is a principal step in remedying these situations. Please communicate these concerns to us down here at the CTA. We will be raising the issue at Labour Relations and potentially grieving this matter down the road. We are also responding to individual and school concerns as they emerge.



## BARGAINING 2018

Staff Reps reviewed the bargaining timeline at Staff Rep Training last week and requested we share with members a rough outline of the plan. While some details are confidential, this is a rough guideline to the process. We will continue to have updates in the newsletter, staff rep bulletins and at CTA meetings from now until a new collective agreement is ratified, hopefully by June 30, 2019. All parties are optimistic and hopeful for a productive round of bargaining both locally and provincially.

### 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)

## 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.

### CTA REPRESENTATIVE ASSEMBLY

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

Recorder: K. Roberts Chairs: M. Mattson/C. Wong

#### 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]

## 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.

### CTA GENERAL MEETING

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

Recorder: K. Roberts Chairs: M. Mattson/C. Wong

#### Agenda

1. Call to order
  - Adoption of the agenda
  - Adoption of the minutes of the General Meeting held January 17, 2018
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]



Thank you, Colleagues, for an amazing PD Day! Joining together to share in a common learning experience is powerful on so many levels.

First, I would like to thank all of our SD43 teacher presenters. Thank you all so much for sharing your passion, energy and expertise with us and for so willingly modelling professional leadership!

Thank you to those of you who took the time to fill in the **Survey on the PD Day**. The PD Committee will be meeting in April to start planning for 2019.

### In summary:

98% found the overall experience of the day positive (even with the snow!)

86% found the keynote speaker very relevant



Themes that emerged from the written feedback included:

- Our inspirational and moving keynote set a wonderful tone for our day
- Earlier start and finish times were a hit!
- Another incredible array of workshops to choose from
- Riverside leadership students were helpful and efficient

It's also clear that members:

- Enjoy the celebratory nature of our joint PD Day (reconnecting with colleagues, live music and lots of time to debrief both between sessions and at the end of the day)
- Support 'green' initiatives
- Value and appreciate the hard work of colleagues who took the time to share their passion for teaching and learning

### Your feedback matters!

Based on your feedback from last year, the PD committee changed the format to include two half-hour nutrition breaks, tried to reduce wait times for food with a new strategy, and focused on local speakers with Dr. Martin Brokenleg (Victoria), Ivan Coyote (New Westminster), and Merlyn Horton (Langley).

As the PD Committee begins planning for next year, we are looking for presenters that will help us move forward with our ideas and practice. If there is an area of interest you feel we should include next year, don't wait. Please forward names and ideas to [hstibbs@cta43.org](mailto:hstibbs@cta43.org)



Congratulations to our **PD Day Publishers' Contest** winners!

Vicki Duncan (Seaview) – Scholastic Books

Maddalena Bordignon (Nestor) – Norwex

Karen Elkan (Summit) – Nelson Books

\*\*Your prizes have been sent through district mail.

- Holly

## NEW TEACHER CONFERENCE

The BCTF New Teacher Conference took place in Richmond March 2-3, 2018. CTA Vice-President, Amanda Long attended as President of the B.C. Early Career Teachers' Association to facilitate an opening activity with the 400 attendees and moderate a panel with rural teachers from across B.C. Coquitlam teachers Amanda Roberts and Elaine Kuo also attended to support early career teachers on behalf of the PSA, BCECTA. Also in attendance from Coquitlam were mentoring teachers Tamara Sengotta, Jill Della Vedova and Gabrielle Licsko who facilitated a panel workshop on mentoring programs for new teachers. Keynotes from Ivan Coyote and Verna St Denis were highlights of the conference which offered a variety of workshops and round table discussions to 400 new teachers, TTOC and teacher-candidates. Educators travelled from across B.C. to attend and learned about topics ranging from curriculum, classroom management and BCTF services to assessment, social justice and mental health. There were vendors and booths set up to explore and lunch provided as well.





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

OR

**August/September Session**  
 Wednesday, August 29 - 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)

## CONGRATULATIONS to:

Heather Daly and Christine Wong who were appointed to **Negotiations Committee**; Jennifer Cooney, Jaema Pleasants, Nadine Darts and Dana Crowe who were appointed to **District Reporting Template Feedback & Review Committee**; Frankie Brovold who was appointed to **Social Justice Committee**. See Committee Vacancies (p.7) for updated openings.



# FOR NEW TEACHERS

We have many new teachers in Coquitlam and wanted to feature a section of our newsletter especially for early career teachers or teachers new to our district. You can submit topic ideas or questions for us to answer in our newsletter by emailing [along@cta43.org](mailto:along@cta43.org)

## **Salary, Seniority and Sick day – How to port them in correctly**

When you come from another district, you can port these three things in, but there are timelines and rules for each of them. This is reviewed at hiring orientation by the district and is outlined in the Collective Agreement. It is important that you review these criteria in the collective agreement and ask questions if you have them to ensure you do not miss out on porting in experience credit for salary, seniority or sick days.

### **Salary – Experience Credit**

As a new teacher in Coquitlam you have 90 days from the date of hire to submit your documentation to port in experience credit for the purposes of salary placement. This can and should be done right away regardless of position hired into (TTOC, permanent TTOC, temporary or continuing contract) You don't want to miss this deadline! It is the responsibility of YOU as the teacher to get the forms to previous employers to submit to SD43 within the time frame. The forms can be provided by the district HR department or in MY43 under FORMS > HR > EXP.

CREDIT FORM – TEACHING

(<https://my43.sd43.bc.ca/forms/Forms/Human%20Resources/Exp%20Credit%20Form%20-%20Teaching.pdf>) You need one form for each district you have previously taught for. Teacher experience credit may also be considered from some private schools, or outside of Canada if they meet the criteria (See Article B.1.11)

### **Seniority – Job Security**

Seniority is used in Coquitlam in cases of layoff/recall or staff surplus. It is not used for hiring as we have priority bands (Article E.21 - more on that in future newsletters).

Upon converting to, or accepting a continuing contract, you can port up to ten years seniority from any B.C. public school district by completing the necessary forms within the timeline.

The seniority certification process is outlined in Article C.2.b in the Collective Agreement. The district will provide the form upon achieving continuing contract status.

You then have 90 days to initiate the process by sending the forms to your previous district to submit to SD43.

### **Sick Days**

You may port up to 60 accumulated sick leave days from other school districts in B.C. by completing the necessary forms within the timeline. The portability of sick leave process is outlined in Article G.1 in the Collective Agreement. The district will provide the form upon achieving continuing contract status. You then have 90 days to initiate the process by sending the forms to your previous district to submit to SD43.

These three things have three separate processes, you need to make sure you complete them all within their timelines to avoid losing out! If you have questions you can contact HR or we are happy to help here at the CTA Office.

**The THREE Ss**  
**SALARY** (Experience Credit  
used for placement on the  
salary grid)  
**SENIORITY** (Job Security,  
used in cases of layoff/recall  
or staff surplus)  
**SICK DAYS**

# 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

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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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Amanda Long, First Vice-President  
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Andy Gilligan, Labour Relations Officer  
[agilligan@cta43.org](mailto:agilligan@cta43.org)

Holly Stibbs, Pro-D Chair  
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