

COQUITLAM TEACHERS' ASSOCIATION

June 8, 2018 - No. 37

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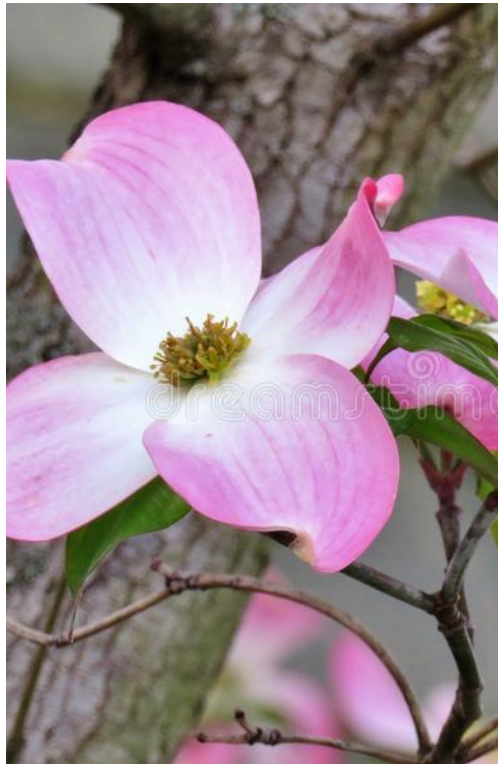
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President's Message

P2s and P4s in Posting

The employer has asked the CTA about holding off on placing P4s in posting rounds until the P2s without positions are placed. There are a number of reasons why we have agreed to this. First, it doesn't mean that no P4s will be placed in positions it just means that the resolution of P2 teachers will take precedence during the posting rounds and in the placement immediately afterwards, if needed. Work must be found for these teachers, as they are continuing teachers and the employer will not pay them not to work. A large number of P2 teachers without positions means that the district would possibly have to reconsider its position on no layoff next year, which would be unconscionable. Also, there will be work that blows through all the P2s and will be received by P4s, in the end. Lastly, there will also be a lot of temporary work upcoming and much of this work will be full year and probably pretty attractive, as it is replacement work that a teacher is on leave from, not just terrible cobbled-together positions. All teachers right now, in all the priority bands, are encouraged to post as widely as possible, to best ensure that you receive something you'd prefer, in the end.

June Remedy Advice

It's June and you have some remedy in your bank. Why not bring in a TTOC to have a second teacher as added support in your classroom? You can utilize the TTOC to co-teach, work with small groups, teach your class while you work with small groups, prep, mark, do assessments or, as another adult for field trips and outings. Calling a remedy TTOC in this time of year can be beneficial for your students and your classroom. Although you can't put in an until further notice call out, you can book a TTOC for a chunk of time if you have that time in your bank. For example, request a TTOC for five days and have them in your classroom consistently for the week with you and your class. Teacher choice in the use of remedy time is central to the first three options in the MOA and we hope these suggestions are helpful.

BC's teacher shortage creating problems for new school year before current one ends

The ongoing shortage of classroom teachers, teachers teaching on call (TTOCs), and specialists continues to cause problems for students with less than a month to go in the current school year—and now, the shortage is threatening to cause significant disruptions in September, said BC Teachers' Federation President Glen Hansman.

"It's been over 15 months since the March 2017 agreement that implemented teachers' restored class-size and class-composition collective agreement language, but not enough has been done to resolve the ongoing teacher shortage," said Hansman. "It's also been six months since a government task force on recruitment and retention strategies made recommendations for immediate actions, but only some have been implemented.

"It's now June 1st and there are still reports of non-certified teachers working in classrooms, students with special needs losing out on their programs or being sent home, and hundreds of classes with class compositions that don't meet the learning needs of students. While there were some announcements in February to slightly increase teacher education spots, the lack of bold action and provincial co-ordination means the shortage will make the next school year challenging as well."

Hansman explained that the teacher shortage has become such a concern that the BCTF was forced to launch a provincial grievance, which is now in arbitration.

"The key issues we want addressed by that arbitration are the failure to have sufficient TTOCs available to fill in for absent classroom teachers as well as the impact of pulling specialist teachers away from their students, who are among the most vulnerable."

Hansman provided several specific examples that show how the teacher shortage is affecting students' education.

In Quesnel, there were nine full-time teaching jobs held by non-certified people this spring.

In Prince Rupert, like many other districts, students with special needs are losing their specialized daily programs when a specialist teacher is assigned to cover a classroom teacher's absence.

In Vancouver, where affordability has made recruitment issues even more challenging, there are 1,817 classes with four or more children with special needs, 663 of those have seven or more. Those students are not getting the one-on-one or small group support they would receive if class-composition numbers were more reasonable. The TTOC shortage means special education teachers are being redeployed away from those students, making the situation even worse for them.

"These examples show that the lack of bold action to resolve the teacher shortage is hampering students' education," said Hansman. "If the government and school districts don't address these concerns urgently, students will keep losing out when the new school year starts. School districts need to do a better job of organizing classes and hiring enough TTOCs. The government can help school districts do this by implementing the rest of the immediate and longer-term actions recommended by The Minister's Task Force on Immediate Recruitment and Retention Challenges back in December."

Some of the proposals the BCTF has put forward to address the teacher shortage include the following:

- housing and moving allowances accessible in all school districts
- mentorship programs to support retention of new teachers
- waiving fees for retiring teachers trying to recertify
- expanding access to the current rural and remote living allowance
- a student loan forgiveness program
- a shortened salary grid to make teachers' starting wages more competitive with other provinces
- financial assistance for current teachers seeking additional qualifications in specialty areas.

CTA UPDATES

Mentoring Summer Boot Camp

Are you new to teaching, new to the grade you have for the fall or interested in honing your start up skills? Then this is the summer workshop series for you! The mentoring team is running a series of workshops to support you ranging from how to plan the year to building a thoughtful community to literacy and numeracy start up ideas. Sign up for as many workshops as works for you! Registration is open. The sign up link is below. Should you have any questions please don't hesitate to ask.

Audience : All teachers from K-12 who would like Tips and Tricks on how to have a successful startup their school year.

Sessions: August 27th - August 30th with food provided. (August 27th is full day with Carol Fullerton. Aug 28-30th are mornings only)

<https://forms.office.com/Pages/ResponsePage.aspx?id=74xl2ZICUKKZJWRC3iSkSgjFsrBrdJxCvcLZyIKXaMtUNFRWQzlUMkgBOENUSlQwMEFXMIMxTFRBUy4u>

A big thank you to the District Mentoring Team for making this happen and to the CTA and School Board for their continued support of structures to support Early Career Teachers.

Tamara Sengotta
Mentoring Coordinator
SD#43
604-937-6381



BOOT
Summer
CAMP

	Mon. Aug 27	Tues. Aug 28	Wed. Aug 29	Thurs. Aug 30
AM	<ul style="list-style-type: none">Numeracy with Carol Fullerton	<ul style="list-style-type: none">Overview of our districtYear-long Planning Overviews	<ul style="list-style-type: none">Community Building with the RP teamFirst week of SchoolOpen planning with a mentor	<ul style="list-style-type: none">Literacy Workshops
PM	<ul style="list-style-type: none">Numeracy with Carol Fullerton Con't	<ul style="list-style-type: none">Visit a mentor's classroomHave a mentor help you set up your room	<ul style="list-style-type: none">Visit a mentor's classroomHave a mentor help you set up your room	<ul style="list-style-type: none">Visit a mentor's classroomHave a mentor help you set up your room

Upcoming



ROY KRUTOW SCHOLARSHIPS

Each year the CTA awards two **Roy Krutow Scholarships of \$1250.00** to the graduating child of a teacher employed by School District #43 or to the child of a retired or deceased teacher employed by School District #43 at the time of retirement or death. Eligible candidates can attend ANY public school in British Columbia.

Criteria: Academic achievement (in case of a tie, school involvement will be considered).

Application Deadline: July 1, 2018

Applications are available on our website under "Member Resources"; "CTA Forms"



Did you know? Provincial Specialist Associations are already gearing up for the October 19th PSA Day!

What are Provincial Specialist Associations?

PSAs are channels for members to exchange ideas on research, teaching strategies, curriculum development, and other shared interests. Each year, teacher volunteers organize provincial and regional conferences for colleagues. The BCTF has over 30 PSAs including Computer User Educators, Cooperative Learning, Teacher-Librarians, Home Ec, Early Career Teachers, French Immersion, and Aboriginal Education (to see the full list, [click here](#))

<http://bctf.ca/uploadedFiles/public/AboutUs/ServicesHandbook/15PSA.pdf>

**“A PERSON WHO NEVER MADE A MISTAKE NEVER TRIED ANYTHING NEW”
ALBERT EINSTEIN**

Are you part of a PSA? We would like to hear about your October PSA Day plans! Send any information you have about the theme, speakers, cost and venue to hstibbs@cta43.org so we can include your PSA Day event in an upcoming newsletter.

Many of our own SD43 teachers are part of PSA executives, and we often host October PSA Day events right here in Coquitlam. Registration opens early, and CTA members are already on the lookout for great PD opportunities.

How can you join a PSA?

1) Online membership registration is available. [Click here](#) to join or renew PSA memberships now.

<https://bctf.ca/psa/join.aspx>

2) When attending a PSA conference, registration fees often include a one year PSA membership! Which means, if you sign up for an upcoming PSA Day conference, you become a member in that PSA! Did you know that PSA memberships included in conference registration fees are now included as part of your CTA PD yellow form reimbursement? It's true!



Summer PD Reimbursement

Planning on attending a workshop or conference this summer? Please keep the following dates in mind:

- 1) Applications for Summer PD up to and including July 13th must be received by the CTA office two weeks in advance.
- 2) If teachers attend a conference during the summer after July 13th and do not make an application prior to June 29th, they may still apply for PD assistance for the conference up to Friday, September 7th, 2018 by 4:30 p.m.
- 3) Receipts and conference reports must arrive to the CTA office before 4:30 p.m. on Friday, September 28th, 2018 for ALL summer workshops.

PLEASE NOTE:

- If you are using the district mailbag, you need to have your application in the bag on or before June 12th to ensure delivery to the CTA before June 29th. Why? The last mailbag delivery date to the CTA Office is June 27th. You need to allow two weeks for delivery from your school site to CTA.
- No school mail is delivered during the summer
- No applications are processed during the summer

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, June 18, 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. rep, 1 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

- 2 CTA reps

District Student Achievement Advisory Committee

- 4 CTA reps

District Review Panel Committee

- 1 CTA rep

District Technology Advisory Committee

- 1 CTA reps

District Student Wellness & Safety Committee

- 3 CTA reps

District Advisory Committee on Aboriginal Education

- 1 CTA rep



RETIREMENT EVENTS:

For full details, please see the information posted on the my43 Community Relations <<http://my43.sd43.bc.ca/departments/CommunityRelations>> site.

- **Naomi Lane** from Glenayre Elementary is retiring. A celebration on Thursday, June 21 from 4 - 7 pm at Glenayre Elementary Gym. \$25 includes Chinese dinner and gift or \$10 for gift only. **RSVP to mbarnes@sd43.bc.ca**
- **Louise Malfesi & Dale Shea** from Learning Services are retiring. A joint celebration on Wednesday, June 20 from 4 - 6 pm at Winslow Gallery Room. \$15 for reception only or \$10 per retiree for gift only. **RSVP to gbogren@sd43.bc.ca**

*Back issues of the CTA Newsletter can be found on our website.



/CTA43



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The CTA can be found on Facebook and Twitter. You can also email us or check out the website
www.coquitlamteachers.com

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