

# COQUITLAM TEACHERS' ASSOCIATION

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# BACK TO SCHOOL

## President's Message

### Where Do I Even Start?

The CTA has been working straight since July 1 to try to make this return as safe as it possibly can be, given the direction of the Minister and PHO to return at Stage 2. We brought a list of 26 recommendations to the employer, mainly around OHS practices and instructional practices under COVID. Most of the recommendations were met, barring the ones that required large amount of staffing or monetary resources not available, principally due to the International Ed drawdown. We got verbal agreement to start instruction on Monday the 14th, in the main, as the two days the Minister promised were not adequate to the task of preparing for this circumstance. Not the two weeks we asked for but, still better than two days.

Similarly, since the announcement of quarternary systems for high school, the CTA has been negotiating to make that situation as fair as it can be, with reasonable break times and teacher autonomy over flex time. We also have discussed the block B arrangement and how that would work and not create a heavy additional workload on the teacher. It still will but, it's as managed as it can be. We are very interested in how that works, once teachers have started doing it. We have received assurances teachers will get their allotted prep time, as that is proving to be a problem elsewhere and the autonomy in flex time offers some options for creative use of time for connections, planning, assessment, etc.

We have had extensive conversations around the use of sick leave at this time. We are not able to negotiate additional paid leave locally, as that falls in the BCTF's bailiwick but, we were able to get the employer to consider the use of sick leave in extenuating circumstances around COVID. We have the employer's agreement to suspend the Attendance Management Program for this year. We were not able to get the employer to back away from its estoppel on the practice of front-loading sick days, in favour of contract language which states accrual at 1.5/month.

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We discussed the situation of cross-cohort migration with the employer, both in-site and externally with TTOCs and itinerant staff. They committed to try and reduce in-site as much as possible and to place stronger recommendations on TTOCs and itinerant staff like, masking up, social distancing, available face shields and site-specific safety orientations. The employer will provide the masks and shields to these workers, in site.

On masks, the employer has agreed to provide two reusable masks to every teacher. Teachers are free to wear them. Face shields will be available in sites and will be distributed to those who directly need them at first, such as teachers working with a special needs student who is known to spit and for cross cohort migration like TTOCs, Student Services, etc. Expectations of students wearing masks will be in common areas and where social distancing is not possible. It is the CTA and BCTF's position that a teacher can reasonably ask students to wear masks in the latter situation, where social distancing is not possible. As always, instruction given in a calm, reasonable manner with explanation will go further than dictates.

We have also repeatedly discussed the impact on middle school here, as this situation impacts two major pillars of middle school: platooning and Explorations. We have been racking our brains for out-of-the-box alternatives here. Technology may play some role in the platooning problem and Expo remains a work in progress as we try to figure out how to install that into a one-room-schoolhouse cohort model we have here. We have made suggestions but, the suggestions pose as many problems as they solve, typically. We have not been able to get the employer to agree to alternatives to the itinerant model of moving the Expo teachers around to classrooms, cross-cohort. We are interested in hearing how this is working, once teachers come to grips with it.

We have been working closely with the BCTF on a campaign to get reduced density in classrooms and a viable online option for kids and parents to choose. That's the only way we can achieve reduced density. The demand has been high amongst parents for an alternative like this. The employer has expanded programs it already has, like hospital/homebound, D.L and Encompass, to accommodate these demands, plus it has offered a gradual entry program for all grades, for people who are concerned with sending their child in at this time. We have been assured the principal responsibility for educational materials provision will lie with a teacher assigned to do this work and the classroom teacher will be focused on maintaining the connection with the student and their family. This is going to challenge both teachers, definitely and we want to see and hear how this is working in sites.

Something mission critical this year is operational Joint Occupational Health and Safety Committees in schools. Please select your CTA reps to this committee as quickly as possible as they will be point on anything unique that needs to be addressed in site or communicated to the employer. Please reach out to us at the CTA with any unique needs your school discovers.

On top of this, we have been managing layoff and recall, making sure that proceeded properly and addressing the increasing monetary pressures on the employer, due to the International Ed drawdown. So far, the impact of the latter on most schools has been alternate duties in site for the majority of people whose positions contain some of this responsibility. Unfortunately, there has been some surplus due to this but, it's been limited at this point.

The best advice right now is don't beat yourself up or expect miracles from yourself here. Planning beyond high-level scope and sequence should be slowed and the focus should be on creating and maintaining relationships with our colleagues, students and the parent community. The needle is moving almost daily here and information current one day can be obsolete the next. This is why we are hesitant to make grand statements and focus on the in-the-weeds work of making this return as safe as it can be. Expect uncertainty and we are likely to encounter movement between stages this year.

In solidarity,  
Ken

### **AIC Update - Payment of Professional Fees**

We received a clarification from the mediator on the issue of reimbursement of professional fees for members who are speech language pathologists and school psychologists. As this new provincial provision came into effect on July 1, 2020, these members are eligible for reimbursement of their current professional fees based on the following clarification:

- School psychologists—are entitled to be reimbursed for half (1/2) of their current fees for the 6 month period of July 1 to December 31, 2020. Their next professional fee is due by December 31, 2020 for the next calendar year, when it will be fully reimbursed on an ongoing basis.
- Speech language pathologists—are entitled to be reimbursed for three-quarters (¾) of their current fees for the period of July 1, 2020 to March 31, 2021. Their next professional fee is due by March 31, 2021 for the following school year, when it will be fully reimbursed on an ongoing basis.

NOTE: These fees will not be submitted by employers to the respective governing bodies, but will be reimbursed to members upon submission of proof of payment. This provision is in addition to any allowances that these members currently receive as per local collective agreement language.

### **20/21 STAFF REP & PD REP NAMES NEEDED**

In order to plan for Training Sessions we will need the names and member counts  
**AS SOON AS POSSIBLE.**

School staffs should be selecting their CTA Staff Reps and PD Reps for the upcoming 2020 -2021 school year.

Please forward those names to the CTA office by emailing **padolf@cta43.org**.  
Thank you!

## Summer Learning Opportunities

Mentoring has some great summer learning sessions planned

**SIGN UP NOW** to make sure you get a spot, Zoom links will be sent in August

More information on sessions can be found here; [SLO Flyer](#) Registration information can be found here; [REGISTER NOW](#)

Time	August 31, 2020	Sept. 1		Sept. 2		September 3, 2020
9:30 to 10:30	<b>Faye Brownlie</b> Getting to Know Your Learners: Planning for Instruction <b>Grades K-3</b>	So, You Have a Contract...Now What? Early Career Teachers <b>Grades K-12</b>		New to Student Services <b>Grades K- 12</b>	Leveraging your Classroom Library <b>Grades K-5</b>	<b>Carole Fullerton</b> Changing Times: Planning for Balanced Numeracy <b>Grades 4-8</b> <b>9:30-11:00</b>
11:00 to 12:00	<b>Faye Brownlie</b> Getting to Know Your Learners: Planning for Instruction <b>Grades 4 - 8</b>	TTOC Strategies for Success <b>TTOCs</b>	Starting with Charters and Co-Creating Restorative Classrooms <b>Grades K-12</b>	A Practical Guide to Building Relationships and Managing Classrooms <b>Grades K-12</b>		Gifted: Survive and Thrive! <b>Grades K-12</b> <b>11:00-12:00</b>
1:00 to 2:00	<b>Faye Brownlie</b> Planning for Success in All Contexts <b>Grades 9-12</b>	New to ELL <b>Grades K-12</b>		Outdoor Learning <b>Grades K-5</b>		New to Montessori and Montessori Curious <b>Grades K-8</b>

### TTOC Meet & Greet and TTOC Meeting

Tuesday September 15th at 3:45 pm

This event is organised through the CTA's TTOC committee. Join us to meet others TTOCing as well as learn about TTOC news happening.

Zoom link will be posted on our Facebook group (CTA TTOCs, please join us there) or for those who do not have Facebook, email [dmalakoff@cta43.org](mailto:dmalakoff@cta43.org) for the link!

## DON'T FORGET

PD Yellow forms for events that took place over the summer (between July 24th and September 25th) must be at the CTA office before 4:30 on Friday, September 11th, 2020

Forms outside of these dates are due as per CTA policy

### ROY KRUTOW SCHOLARSHIPS

If your child applied for the Roy Krutow Scholarship please remember to **submit their Transcript of Grades to the CTA Office before 4:30 pm, September 10th, 2020.**

### Committee for Action on Social Justice (CASJ)

We're in the planning process of hosting a book club focussing on Ijeoma Oluo's "So you want to talk about race". Specifics are still coming together but it will run in a covid safe manner. Dates/times TBA.

If you're interested or have questions, please contact Diether ([dmalakoff@cta43.org](mailto:dmalakoff@cta43.org)). More will likely be available by the next CTA newsletter.

### Share Your Stories

Feel passionate about TTOCing and would like to share your story?

We would love to hear it!

Please send in your comments about TTOCing, anecdotes, or inspiring TTOC quotes to Diether ([dmalakoff@cta43.org](mailto:dmalakoff@cta43.org)). The TTOC Committee will be reviewing all submissions. Selected submissions will be published in the CTA newsletter or possibly other CTA publications that are currently in development. We will gladly accept these over the summer as well for publication in the fall!



## How EFAP Can Help

Information to help with work and life

Confidential · Immediate Assistance · 24/7/365

Morneau Shepell · 1-844-880-9142

workhealthlife.com

## CTA Website Login

Information is posted on our website as quickly as we have it. Please make sure you are able to access the site. If you have any questions about login please contact

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

## Questions about your pension?

Go straight to the source for answers.

<https://tpp.pensionsbc.ca/pension-basics>

Online workshops and learning

<https://tpp.pensionsbc.ca/learning-resources>

Retirement Health Coverage

<https://tpp.pensionsbc.ca/retirement-health-coverage>

# Committee Vacancies

### District Student Services Advisory Committee

- 2 CTA reps

### District Student Achievement Advisory Committee

- 4 CTA reps

### District Review Panel Committee

- 1 CTA rep

### District Student Wellness & Safety Committee

- 3 CTA reps

### District Aboriginal Ed Advisory Committee

- 1 CTA rep

### District French Advisory Committee

- 2 CTA reps

### New Westminster & District Labour Council

- 5 CTA reps

### CTA PD Committee

- 1 Secondary Rep, 1 Middle Rep, 1 LSA Council Rep, 1 TTOC Rep,  
1 Adult Ed Rep, 1 Elementary Rep

### CTA Teachers Teaching on Call Committee

- 6 members-at-large

### CTA Committee of Action on Social Justice (CASJ)

- 2 Secondary reps, 2 Middle reps, 2 Elementary reps,  
- 1 member-at-large

### CTA Negotiations Committee

- 1 member-at-large

Teachers interested in any of these committees should go onto our website or click here for a curriculum vitae form and submit it to the CTA Office ([padolf@cta43.org](mailto:padolf@cta43.org)).

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

# Contact Us:

Please see the list below for the officer or staff member best able to help you.

**(Last names A-F)** Ken Christensen, President

[kchristensen@cta43.org](mailto:kchristensen@cta43.org)

**(Last names G-L)** Kara Obojski, 1st Vice-President

[kobojski@cta43.org](mailto:kobojski@cta43.org)

**(Last names M-R)** Diether Malakoff, 2nd Vice-President

[dmalakoff@cta43.org](mailto:dmalakoff@cta43.org)

**(Last names S-Z)** Andy Gilligan, Labour Relations Officer

[agilligan@cta43.org](mailto:agilligan@cta43.org)

### PD related questions

Meggan Crawford, PD Chairperson - [mcrawford@cta43.org](mailto:mcrawford@cta43.org)

### CTA Administration

(anything not covered by anyone in the list below)

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

### Accounting/Finance

(reimbursements, scholarship payment) & CTA newsletter

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

### Scholarships, Committees, CTA PD Day

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

### Membership info & website access

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

If your situation is already being handled by an officer not matching your alpha assignment, then please continue to liaise with that officer.

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

CTA Office: 604-936-9971

