

COQUITLAM TEACHERS' ASSOCIATION

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President's Message

Layoff and Recall

People affected by layoff and recall were contacted this week by the employer. This necessity for a layoff is quite complex in its determination. I will outline some of the factors here that lead the employer to undertake a layoff. I do not feel it is particularly valuable to talk cut-off years and total numbers here, as the people affected know they are affected and I'd rather focus on supporting them through this difficult process.

One of the main factors is the number of continuing teachers vs. the number of students in the district. The number of continuing teachers changes annually, as teachers convert to continuing throughout the year, as they meet the conditions for conversion at different times. So, the continuing teaching force is increasing throughout the year.

The number of students also can change but, generally stays fairly constant throughout the year. Projecting for next year, it appears the employer will be down 51 students, so, not a massive decline, which is something the employer has faced before but, still, not growth, like Surrey has happening. The geography here and the cost of living limit the amount of local resident growth in the Tri-Cities. That's why the employer has relied so heavily on International Ed revenues to support general education and many specialty programs here.

On that point, Covid has had a devastating impact on International Ed revenues and that is impacting available work, too. A comparison helps here. In 19-20, the budget for International Ed was 34 million dollars. For this year, it was 18 million dollars and for next it is projected at 14 million dollars. Much of what prevented a heavy September surplus this year was the unexpected introduction of Federal and Provincial Covid support monies. The CTA ensured that almost all of that went to protect staffing. These monies will likely not be forthcoming for this year and they would come, even if they did, well after the decisions that need to be made around layoff happen.

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There are many other more minor factors here, like retirement/resignation, how many people are going off on leave or coming back, etc.

The CTA has agreed to a Section 54 process with the employer, as it has done with every previous layoff. Section 54 agreements, under the Labour Code, afford certain other additional rights to teachers in receipt of a layoff. District Principal Nadine Tambellini, will be running a Microsoft Teams meeting on May 11 at 3:30 for laid off teachers. This is one of the items she will cover. I will be there representing the CTA. Know that the CTA will be working vigorously with the employer, starting July 1, to return laid off teachers to employment in the district. I have been through that work with the employer many times now and, I am confident we can move this process towards a successful conclusion for teachers quite swiftly. My heart breaks for teachers who are uprooted by this process and support for them is the number one priority here.

Vaccination Status

Just a brief note here that vaccination status is personal medical information. Obviously, it's a topic of discussion right now, since we were prioritized but, I'd ask that teachers not inquire about each others' status in this regard. People can volunteer information if they want but, I don't think direct questions are needed or helpful.

In Solidarity,
Ken

REPRESENTATIVE ASSEMBLY



**Zoom Meeting
CANCELLED**



There was very little business to be conducted at this meeting with the Year End General Meeting scheduled for next week the Executive Committee has decided to cancel the Zoom Meeting.

**We ask that all reps follow this Survey.
Monkey link to vote on business that
must take place.**

**It is open now and will close at 6:00 pm on
Wednesday, May 5, 2021.**

If you have issues with the email you can also find the agenda and survey link on the Staff Rep page of the website.

YEAR END GENERAL MEETING

May 12, 2021, 4:00 PM, Zoom

Meeting documents, links and protocols are posted on the Member Resources/General Information page of the CTA Website.

Agenda:

1. Call to order
2. President's Report
3. Election of 2021-2022 Executive Committee
4. Ratification of Committee Chairpersons
5. Policy Changes
6. Bargaining Update (In-Committee)
7. Committee Reports
8. Other Business
9. Prize Draw
10. Adjournment

ELECTION OF THE 2021-2022 CTA EXECUTIVE COMMITTEE

The following CTA Executive Committee positions will be filled at the
CTA Year End General Meeting Wednesday, May 12, 2021

- President
- First Vice President
- Second Vice President
- Local Reps to the BCTF (2)
- Members - at - Large (6)
- Member - at - Large who identifies as Indigenous (1)
- Member - at - Large who identifies as a person of colour (1)

Those interested in running for any of these positions should go to coquitlamteachers.com for a CV form,
members will not be able to run from the floor.

Deadline for receipt of CV form to the CTA office is 4 pm, Monday, May 3, 2021.

Please submit forms to padolf@cta43.org.

PD POWER

As we head into May and the last two months of our school year, now is a good time for your school based PD Committee to consider what they might want to focus on at next year's school based PD days. Your school's PD Committee consists of a representative from your administration, your school based PD rep, and any interested members of staff (yes, you can join!) and together they plan what happens on the two school based PD days. Research tells us that for any learning to be meaningful it needs to be more than a one of, so it is good to do some planning and make sure that your PD days are connected to something that your school staff value and choose to work on. Remember that if your PD funds are limited your school can use a group application form to apply for additional funds – this fund can contribute half of the costs of a guest speaker to a maximum of \$1000.

Congratulations to the team of Elaan Bauder, Evan Cupit, Alan Chambers, and Jenn Moody who won the first CTA Team Quiz Night! Get your team together for a chance to challenge the reigning champions at our next Team Quiz Nights on Wednesday, May 19th and Friday, June 25th. Paint nights are also coming up on Monday, May 10th and Friday, June 11th – email mcrawford@cta43.org to register for any of these events! - *Meggan Crawford, CTA PD Chairperson*

Interested in being a Mentor?

Do you often find yourself offering support to colleagues?
Do you reach out to TTOCs or new teachers on staff?
Do you want to feel connected to a community of learners?

The mentoring network might be for you!

[Click here to register](#) or [contact Tamara Sengotta](#) for more information.

Some of the benefits of mentoring include;

- Opportunity to have lasting impact and give back
- Learning with and from your mentee
- Teacher Leadership
- Learning opportunities to develop effective mentoring skills that are transferrable to teaching and leadership.
- Release time for Mentor Learning and for meeting with your mentee

Mentoring is a two (2) year commitment involving monthly Mentoring Network meetings, Mentoring Monday events, retreat opportunities and release time through the year to co-plan, co-teach or observe your mentee. The Mentor Learning opportunities will include how to attend fully, paraphrase, question, pause, offer support, create challenge, and facilitate professional vision.



PROUDLY PRESENT THE

SPRING CONFERENCE

FRIDAY, MAY 21, 2021
ATTEND FROM HOME OR AWAY

FEATURING

LEYTON SCHNELLERT
LIBERATING STRUCTURES TO DEEPEN LEARNING

FOSTERING SELF-REGULATED LEARNING

CORE FRENCH
KINDRA HARTE | TANYA CAMPBELL

SOCIO-EMOTIONAL AND BEHAVIOUR
JAN PALMER | REGAN RANKIN

PORTFOLIOS AND ASSESSMENT
JENNIFER MOROZ

REGISTER AT mypita-spring.ourconference.ca

ACE 2021

Adult Centered Education Conference

Friday, May 21st - 8:45 a.m. to 3:00 p.m.

On Microsoft Teams

*All registrants will be provided a free Office 365 account

We are happy to announce our keynote will be Danny Ramadan,
Syrian-Canadian author and LGBTQ-refugees advocate.

For more information please visit our website <http://www.aceconference.net/index.html>

CTA connections



The CTA Health Challenge is underway!

If you are looking for some fun and support to be more physically active, join the **CTA Health Challenge** with a team of 1-5 teachers. The health challenge is focused around being active and building healthy habits, but will never be about weight, what you should or should not eat, or any medical advice. It is about finding what works for each individual. [Sign up for the challenge here.](#)

Quiz nights May 19th, and June 24th.

In teams of no more than 5 your challenge is to answer a series of questions

on various general knowledge topics. For quiz nights, make sure each of your team members register so they receive the link to the Zoom. Register for quiz night here.

Zoom paint nights with Zealous Art at 7pm on May 10th, and June 11th.

The cost of the instructor will be covered by the CTA, but attendees will need to provide their own supplies – a list will be provided in advance, [to register email Meggan Crawford.](#)

Registration for all events will be through Capacity for all events is limited so links CANNOT be shared, Registration will open two weeks before the date of the event.

TTOC APPRECIATION WEEK
MAY 3-7, 2021

WE  TTOCs



WE SUPPORT AND APPRECIATE OUR BC TTOCs

The first week of May (3rd – 7th) is TTOC appreciation week! We're asking all teachers to take a moment to reach out with an act of appreciation to any TTOCs that are at your school during the first week in May. The CTA TTOC committee is coordinating a scavenger hunt event for TTOCs to win prizes and get to know more of their colleagues, this will be promoted within our CTA TTOC FB group as well as in the CTA newsletter.

Starling

Build
Resilient
Minds.



6-Week Mental Fitness Challenge Series

Presented by Starling Minds and The BCTF
Weekly on Tuesdays:

May 4th, 2021 - June 8th, 2021 | 4:00 PM Pacific Time

COVID-19 has created an unprecedented amount of uncertainty and challenges in the teaching profession. With unclear procedures and the threat of infection, while still maintaining education standards, it's hard to have the energy to care for someone important: yourself.

We want to help by creating a mental fitness challenge for educators.

Join our 6-week interactive Mental Fitness challenge with our Chief Science Officer, Dr. Andrew Miki.

It's free for all BCTF members, [REGISTER HERE.](#)

The Mental Fitness Challenge includes:

- Introduction to Starling Minds Mental Fitness program
- 1 weekly live session with Dr. Andrew Miki that includes a Q&A period
- Two 10-minute weekly homework exercises to put learning into action
- A detailed plan of how to build good mental therapy habits and best practices
- Private Community forum to interact with your peers and learn collectively

Red Dress Day May 5, 2021

We raise our hands to honour the National Day of Awareness for Missing and Murdered Indigenous Women and Girls (MMIWG).

Everyone is encouraged to wear red to acknowledge, honour and bring awareness to the women and girls that left us too soon.



COMMITTEE FOR ACTION ON SOCIAL JUSTICE

CTA Anti-Racism Policy working group

(first Thurs of each month)

Next session will be Thur May 6th @ 4pm on Teams

We will be continuing our work in developing a Anti-Racism advisory committee, particulars are still coming together. All interested members welcome to attend.

CASJ book club (2nd and 4th Thurs of each month):

Thur, May 13, 2021 4pm via Teams

We will be continuing with 'Seven Fallen Feathers' looking at chapters 10 to the end of the book.

CASJ committee meeting (3rd Thurs of each month):

Thur, May 20, 2021 3:45 pm via Teams

Ongoing work to be done, come on out to add your thoughts! You can check the records of recent meetings on our Teams channel. New members welcome!

New/Next Book Club

Thur May 27 4pm via Teams

Our next book club series will focus on Robyn Maynard's Policing Black Lives: State Violence in Canada From Slavery to the Present.

Watch a presentation at UBC with Robyn Maynard from March 2021 here.

Please contact Committee Chair Karen Learmonth or CTA liaison Diether Malakoff with any questions.

TTOC Committee

TTOC Committee Meeting (2nd Tues of each month)

Please join us at our next committee meeting on Tue May 11, 2021 at 3:45pm. The link has been posted on Facebook.

All meeting links and additional information will be posted in the CTA TTOC facebook group. Please contact committee chair Morgan McKee (chair.ttoc@gmail.com) or Diether Malakoff (dmalakoff@cta43.org) for more information.

Moments of Joy

Let's get back to celebrating the moments that make us smile, laugh, and enjoy our days - send Moments of Joy to mcrawford@cta43.org and they might be shared in our next newsletter!

A 'friendly' sign war has taken over Christianburg, VA: <https://www.upworthy.com/virginia-sign-war>

A history of the world: as narrated by Baba the Cat...who also posed for all of the photos:

<https://www.smithsonianmag.com/history/history-felines-narrated-and-illustrated-cat-180976368/>

Ever wonder how many things a chipmunk can fit in its mouth at once? This tiktok account gives you several cute examples: <https://www.tiktok.com/@chipmunksoftiktok?lang=en>

Asian Canadian Artists Against Racism:

AN EVENING FOR RESISTANCE

May 26 | 7:00- 8:30pm PST

Free for ALL ages

An open mic night featuring:



Janey Chang



Tin Loric



Rita Wong



Sol Diana



Henry Tsang

...and more!



REGISTER AT asiansagainstracism.eventbrite.ca

ACLA
Asian Canadian Literature Association

TTOC BCTF EI Workshop

Are you a TTOC and want to learn more about how EI works? Come and join us on Monday May 10th at 3:45pm for a 2 hr workshop. Come with questions from your own experience as well as benefit from the knowledge of the BCTF facilitators. Please check the CTA TTOC FB group for further details or email CTA TTOC committee chair Morgan McKee or TTOC committee liaison Diether Malakoff.

The **TTOC Hardship Fund** \$50 grocery store gift cards are still available to qualified TTOCs. The application form can be found on our website, member resources/covid page. Please submit your completed application to Heidi hdavis@cta43.org



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](#)

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 Student Wellness & Safety Committee
Currently Full

District Aboriginal Ed Advisory Committee
Currently Full

District French Advisory Committee
Currently Full

CTA PD Committee

2 Middle Reps,
1 Adult Ed Rep, 2 Elementary Reps

CTA Teachers Teaching on Call Committee

5 members-at-large

CTA Committee of Action on Social Justice (CASJ)

2 Middle reps

New Westminster & District Labour Council

5 CTA reps

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). 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

(Last names G-L) Kara Obojski, 1st Vice-President
kobojski@cta43.org

(Last names M-R) Diether Malakoff, 2nd Vice-President
dmalakoff@cta43.org

(Last names S-Z) Andy Gilligan, Labour Relations Officer
agilligan@cta43.org

PD related questions
Meggan Crawford, PD Chairperson - mcrawford@cta43.org

CTA Administration

(anything not covered by anyone in the list below)
Kelly Roberts, Executive Director - kroberts@cta43.org

Accounting/Finance

Reimbursements, scholarship payment) & CTA newsletter
Heidi Davis, Finance Administrator - hdavis@cta43.org

Scholarships, Committees, CTA PD Day

Pat Adolf, Administrative Associate - padolf@cta43.org

Membership info & website access

Kelly Stewart, Clerk - 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

CTA Office: 604-936-9971

