

COQUITLAM TEACHERS' ASSOCIATION

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President's Message

Surplus

In an ongoing attempt to clarify what the various processes we have going on at the end of this year, I want to talk a little bit about Surplus and what it means compared to Layoff.

Layoff is a District action, resulting from an overage of staff due to conversions, declining enrollment or, financial hardship necessitating a reduction in staffing. Surplus is driven by how many kids you have in your school and what programs they are in, primarily.

A decision to surplus staff is never easy. The fact that surplus staff get Priority One for posting doesn't mitigate the sadness and disruption this causes. Surplus teachers often have been in buildings for a while, have developed friendships and connections to that school community and have to face re-establishing those elsewhere.

The rules for Surplus also seem complicated in who gets surplus because, it's not simply seniority-based, like Layoff. The administrator needs to look at who they have on staff and determine if the person with lowest district aggregate seniority solves the problem or if they don't. An example would be, let's say a dual track school is losing a French division and the lowest Seniority person is on the English side. It doesn't make sense to surplus that person because it doesn't solve the problem. Thus, the admin need to look at who's lowest on the French side.

People can volunteer for surplus and take the P1. This gives them an advantage over P2s in the hiring process. The admin should ask if there are volunteers before just assigning the surplus. Any amount of surplus time, will advantage a person in hiring. If the school has .3 surplus and a 1.0 teacher takes their full 1.0 with them, the .3 surplus acts like a 1.0 surplus, for posting processes. That person is still advantaged over P2s and must be offered positions if they are the only P1 applicant.

P1 competition can still occur. Certain sites/postings are popular and if there are multiple P1 applicants, the admin must follow the same interviewing rules and selection process as if it were all P2 applicants.

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The CTA recommends that teachers in surplus not wait until late in the posting process to apply for work, in hopes of better work materializing. You could end up losing the main advantage of P1, which is freedom of choice, as there is no guarantee better work will emerge in subsequent rounds. Know that the work in subsequent rounds is work someone was leaving, for whatever reason.

June 30th Rollover to Continuing

An interesting question was posed by a Staff Rep this week about how teachers who are set to roll over to continuing status right at the end of the years are treated by the employer.

Teachers in temp assignments that roll over to continuing status June 30th are given, based upon agreement between the CTA and the employer, provisional P2 status. This DOES NOT mean that they jump the queue and can post in the posting rounds. All they have been granted is the right to be included in layoff, the same as everyone else, unless they port a ton of seniority over from another district, which is pretty rare. Most are at the very bottom of the seniority list. The irony is, pre this agreement, as TTOCs in a Temp, they actually could have posted on jobs in posting rounds. They would post as P4s so, no chance of getting it but, they could have posted.

In Solidarity,
Ken

YEAR END GENERAL MEETING

May 12, 2021, 4:00 PM, Zoom

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 process:

All business but the election of the 2021-2022 Executive Committee will be handled in-person at the Zoom meeting. CTA Local Reps to the BCTF are the only candidates requiring an election.

The candidates will be given time to speak at the meeting and then elections will open after the meeting at 6:00 pm.

Simply Voting and will remain open until 8:00 pm, May 13, 2021.

The BCTF will send a voting link to every member prior to the meeting, voting will not open until 6 pm, May 12, 2021. Please be patient with this, we are trying the hybrid to allow everyone time to speak and give every member a vote.

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

The following members have submitted their names and CV's for election before deadline.

President: Ken Christensen

1st Vice President: Kara Obojski

2nd Vice President: Diether Malakoff

Local Reps to the BCTF (2 vacancies):

Meggan Crawford

Ronak Pahlevanlu

Amanda Roberts

Members At Large (6 vacancies):

Angela Lundin (Roy Stibbs Elementary)

Ben Whipps (Mountain View Elementary)

John Ragone (TTOC)

Member At Large - Identifies as Indigenous (1)

Terri Mae Galligos

Member At Large - Person of Colour (1)

Haymen Leong

Interview Tips and Tricks Open to all. Monday May 16th 3:30-5:00.

Join Nadine Tambellini (District Principal), Diether Malakoff (CTA 2nd VP), and Tamara Sengotta (Mentoring Coordinator) to gain a deeper understanding of how to navigate applying for jobs, layoff/recall and strategies for successful interviews. Join via Teams on your computer or mobile app. [Click here to join the meeting.](#)

PD POWER

It may be the last two months of the school year, but there are still plenty of PD opportunities out there! Check out some of the following workshops if you're looking for something to dig into:

Are you considering completing a Post Baccalaureate diploma or Masters' degree? If so, check out these free info sessions from SFU (registration required, dates and topics vary): www.sfu.ca/education/gs/events/GDE-sampler-series

Looking for more information on a trauma-informed school? This workshop is live streaming on June 1st, but the recording(s) will be available until July 5th! <https://webinars.jackhirose.com/product/trauma-feifer-2021/>

Learn from Dr. Martin Brokenleg about the Circle of Courage and the teachings of Indigenous ancestors on resilience to help all youth find success. Live streaming on June 3rd, but recordings available until July 5th!

<https://webinars.jackhirose.com/product/the-circle-of-courage/>

As always, keep an eye on the BCTF PD Calendar for the latest workshops, webinars, and other PD opportunities:

<https://bctf.ca/PDcalendar/index.cfm?action=month&date=44320>

- Meggan Crawford, CTA PD Chairperson



FACING HISTORY & OURSELVES

Never Forgotten: Teaching with and through Women's Calls for Justice

Join Facing History and Ourselves, along with the Royal Ontario Museum, to explore the activist and advocacy work of Indigenous women and two-spirited people as an approach to teaching, honouring, and raising awareness for missing and murdered Indigenous women, girls and two spirited people.

Online - [Register Here](#)

May 13, 2021

4:00 pm - 5:30 pm

Stolen Lives: The Indigenous Peoples of Canada and the Residential Schools

In this online course, we will explore the history of Canada's Residential Schools through primary source texts and survivors' personal testimonies to better understand the devastating history and long-lasting impact on former students, their families, and entire Indigenous communities. We will also look at their historical roots and the legacies that followed while examining the apologies given by government and churches, the work of the Truth and Reconciliation Commission, and the charge of genocide. We will use all these elements to help students connect this history to their own lives and the choices they make.

July 8th - August 9th, 2021

Online - \$150

[Click here to register or more information](#)



PROUDLY PRESENT THE

SPRING CONFERENCE

FRIDAY, MAY 21, 2021
ATTEND FROM HOME OR AWAY

FEATURING

LEYTON SCHNELLETT

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

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>

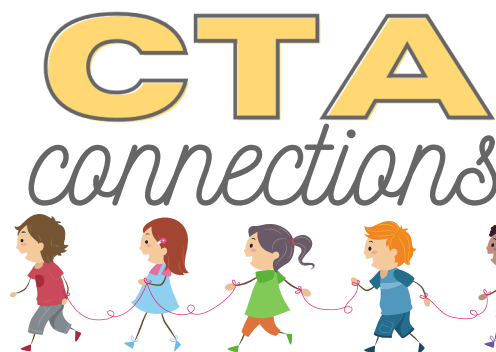
ACE 2021



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. To register email Meggan Crawford.



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.

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.

Congratulations!!



Congratulations to the Real Acts of Caring Program (RAC) for being selected for a 2021 BCRTA Golden Star award for their work bringing students and seniors in our community and beyond together particularly during these difficult times.

For more information on this program visit their website <http://www.realactsofcaring.org/home.html> or contact Harriette Chang

Congrats to the following TTOC's that have won a \$25 Indigo gift card from the CTA. Gabriela Baginova, Taegan Bell, Carter Brown, Laurie Copeland, Sabrina Dumoulin, Jake Gillespie, Vincent Martin, Lucas Noel-Cawkwell, Megan Romano and Eric Vandette.



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.

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!

The sign wars have come to Canada – this one has over fifty businesses joining the fun:

<https://www.cbc.ca/news/canada/london/sign-war-listowel-1.6005718>

The President of Ireland's seven month old Bernese Mountain dog was more than a little distracting (and adorable) during this live television interview: <https://www.newsweek.com/president-ireland-dog-steals-show-during-tv-interview-1588416>

The first to cross the finish line at this high school relay race in Utah was...a goldendoodle named Holly?

<https://nypost.com/2021/04/23/dog-bolts-onto-track-wins-high-school-relay-race-video/>



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.

CTA Anti-Racism Policy working group

(first Thurs of each month)

Next session will be Thur June 3rd @ 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.

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

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 Facebook 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

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 Lorica



Rita Wong



Sol Diana



Henry Tsang

...and more!

REGISTER AT asiansagainstracism.eventbrite.ca

ACLA
Asian Canadian Learning Alliance



BC Teachers' Federation

New Teachers' ZOOM Gathering

New Teachers! Join the conversation with the award winning educator and author Hannah Beach. Her 25 years expertise is in developing innovative inclusive programs and resources. You will get a chance to win her latest book *Reclaiming our students!*

DATE: Wednesday, May 26, 2021

TIME: 3:30pm to 4:30pm

REGISTRATION: <https://members.bctf.ca/Event.axd?e=2276>

Keynote Speaker:



HANNAH BEACH

Inclusive and Special Education

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.

COMMITTEE VACANCIES

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

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

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.



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

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>

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](#)

www.coquitlamteachers.com

CTA Office: 604-936-9971

