

COQUITLAM TEACHERS' ASSOCIATION

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President's Message

5 Days' Paid Sick Leave

Recent government announcements of 5 days' paid sick leave for all employees in BC have taken a disappointing turn for TTOCs in BC. One of the frustrations about the Employment Standards Act is that teachers are often excluded from provisions in it. What has happened now is that a ruling has come down that the 5 days' paid leave doesn't apply to TTOCs. The rationale for the decision is that the whole Collective Agreement is looked at in toto and if it exceeds the ESA then it's the Collective Agreement that applies. The Collective Agreement states the 1.5/month provision for contract employees and, nonsensically, this means that TTOCs who are served by the same CA are thus excluded from the 5 days provision in the ESA. TTOCs aren't the only ones negatively affected by this decision. Many casual or part time workers under other Collective Agreements will be similarly affected. This is made extra hard by the fact we can't bargain paid leaves in local bargaining so, we can't even try to fix this with the employer. Only the BCTF can bargain paid leave provisions. I am hopeful that the BCTF will take this up and challenge this with the government, just on the basic unfairness of it.

Local Bargaining Update

We are now close to the point where we conclude local bargaining with the employer. We are finalizing proposals and getting read to sign them off as language. Some important gains were made for members here, although what we can negotiate is severely limited by the split of issues between provincial and local bargaining. It is too much detail to go into here, however, once we sign off on the package, we will determine how to communicate with members and when to do the ratification vote. Last round, we did an independent ratification vote in advance of the provincial vote. We will discuss internally with the EC and the Negotiations Committee about what to do this round.

In Solidarity,
Ken

CTA Rep Assembly

Wednesday, January 19, 2022 4PM via Zoom
Zoom links will be sent closer to the meeting

Agenda

First Nations Acknowledgement

1. Call to Order
 - Adoption of the agenda
 - Adoption of the minutes of the the Rep Assembly held November 17, 2021.
2. Ratification of Committee Appointments
3. Adjournment

CTA General Meeting

Wednesday, January 19, 2022 4:10 PM via Zoom
Zoom links will be sent closer to the meeting

Agenda

1. Call to Order
 - Adoption of the agenda
 - Adoption of the minutes of the the General Meeting held November 17, 2021.
2. Election
 - CTA Delegates to the 2022 BCTF AGM
 - CTA Executive Committee positions [if CV's recieved]
3. President's Report
4. Bargaining [In-Committee]
5. Proposed CTA Bylaw and Policy changes
6. School Concerns
7. Prize Draw
8. Adjournment [5:45]

CTA OFFICE

Winter Break Closures

The CTA Office will **close at noon on Thursday, December 16th, 2021** for our annual office clean up. Please leave a message or email with any needs, we will respond as soon as we can.



The office will be closed for Winter Break from Saturday, December 18th, 2021 to Tuesday, January 4th, 2022.

BCTF AGM Delegates

The 2021 BCTF AGM will be held March 19 - 22, 2022
Location and format still to be determined.

The CTA will elect 26 delegates to the BCTF AGM at our General Meeting, January 19, 2022.

Please submit your CV form to padolf@cta43.org before January 12, 2022

Forms can be found on our website
<https://www.coquitlamteachers.com/portal/portal-page/cta-forms/>

Executive Committee Openings

There are currently three vacant

2 Members at Large

1 Member at Large - Person of Colour

positions open on the CTA Executive Committee.

If you are interested in running for one of these positions please go to our [website to get and submit a CV](#) to Pat Adolf padolf@cta43.org by January 12, 2022.

TTOC COVID SUPPORT FUND

The CTA is committed to continuing support for our TTOC's during these unprecedented times. A fund was established last school year and grocery store gift cards are still available to our TTOC Community.

For an application or if you have any questions please contact Diether Malakoff dmalakoff@cta43.org or Heidi Davis hdavis@cta43.org



Help Minnekhada Students continue their Support efforts for BC Flood Victims

The gr. 6/7 class at Minnekhada Middle continues to raise money to support the people impacted by the recent extreme weather and floods in B.C. The provincial and federal government are matching every donation made through the link below. So, every dollar donated will triple! Let's work together to empower students to give back, help others, and make a positive impact. Let's work together to help them reach \$10 000 online

<https://www.redcross.ca/bcfloods/minnekhadamiddleschool>

CTA Sweatshirt Delivery

The CTA hoodies have arrived and are prepared for delivery to schools. However, considering the current situation and the request from the government to limit fuel consumption and travel, delivery will be delayed. It is our goal to get them out before winter break.



If you happen to be driving by the CTA Office you are welcome to stop in and pick up for your school. Please don't make a special trip.

No Heat in Your School? Follow the District Protocol



This is the district protocol when the heat breaks down in schools.

1. The employee(s) advise(s) the principal of the temperature issue.
2. If the principal is unable to make appropriate temperature adjustments, he/she contacts the Manager of Maintenance for expedited assistance.
3. The principal shares information with the staff and the school site based Health and Safety Committee and will also contact the District Health & Safety Officer.
4. The principal contacts the Assistant Superintendent and, if necessary, discusses alternative arrangements, including relocation within the school or to an alternate site, or student dismissal.

This protocol has been in effect since 2005: District staff and school administration are well aware of the process. In the event that several schools simultaneously experience heating difficulties, the district prioritizes its responses depending on the severity of the various situations. For example, a whole building without heat is a higher priority than a wing of a building, etc. The district also gives higher priority to a room without heat versus one with too much heat.

Review AP132 Closure of Schools for Extreme Weather Conditions - Section 6 Deals with school closures due to lack of heat.

Pension Seminars & Information

BC Pension Corporation offers the following virtual workshops;

Getting to know your pension is a 15-minute online introduction of the Teachers' Pension Plan.

Making the most of your pension is a presentation for the mid-career member and will answer all their pension questions. It can be experienced either as a 45-minute online interactive video or as an instructor-led webinar.

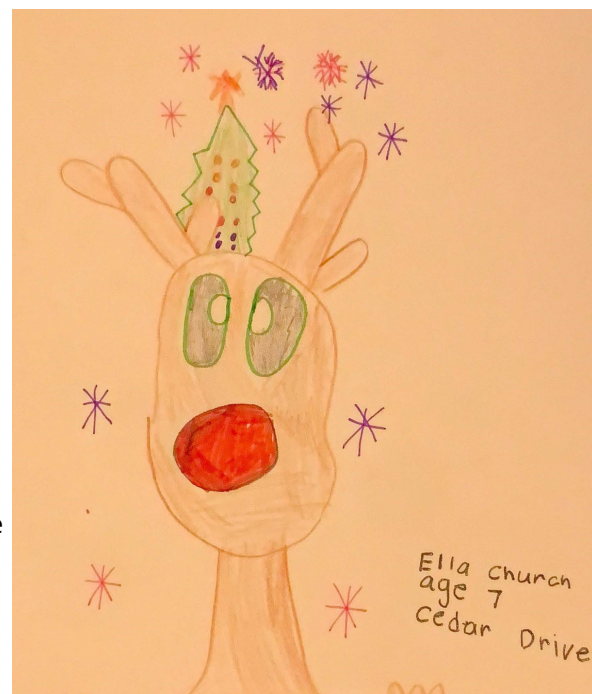
Approaching retirement is a presentation for those within five years of retirement to discuss pension options, the retirement application process, and returning to work after a member has started collecting a pension. It can also be experienced either as a 45-minute online course or as an instructor-led webinar.

The BCRTA's pre-retirement workshop is available via Zoom.

The BCRTA may be contacted [here](#) to register for a workshop.

Workshop dates for 2021-22 include:

January 19, 2022, at 7:00 p.m.
February 16, 2022, at 4:00 p.m.
March 2, 2022, at 7:00 p.m.
April 6, 2022, at 7:00 p.m.
April 20, 2022, at 7:00 p.m.
May 11, 2022, at 4:00 p.m.
May 19, 2022, at 7:00 p.m.
May 25, 2022, at 7:00 p.m.
June 1, 2022, at 7:00 p.m.



PD POWER

With a week and a half remaining before Winter Break, it's time to consider what books you might enjoy during the rest! Keep in mind that the CTA has been slowly building a Lending Library of PD books for teachers to borrow at no cost. By placing a hold on a book (or a few books!) on the library website you guarantee that it will then be put in the next Wednesday's mailbag and will reach your school the following week. You then have four weeks to enjoy the book before you'll want to return it via the mailbag (the loan period is six weeks, including the two weeks for mailbag). If you aren't ready to return it, you can go online and renew instead. To get started, let us know you'd like an account by emailing lendinglibrary@cta43.org and we will send your username and password to you – then you can start making your reading selections! Also, if you have any recommendations for books we could add to the Lending Library, please feel free to email me. You can check out our current collection at Libib.com.

- **Meggan Crawford PD Chair**

PD CHEQUES IN THE MAIL

Reimbursement cheques for the PSA Day went out in the mail over the last few weeks – the hope is that they will arrive at schools before the break. Please DO NOT email the office to ask where your cheque is until the new year. They are all making their way to schools the few remaining will be sent via Canada post.

CTA Anti Racism Working Group

The CTA is seeking 3 more BIPOC CTA members to form a working group to inform the Committee for Action on Social Justice's (CASJ) ongoing anti-racism policy work. This working group shall continue until a CTA standing committee on anti-racism is established. Meeting dates/times will be established once the working group is formed. If you have any questions about the working group please contact Diether Malakoff, 2nd Vice President at dmalakoff@cta43.org.

Please submit a CV form to the CTA office (padolf@cta43.org) before 4 pm, Wednesday, January 12, 2021.



Art by Maddyn - 7
Kilmer Elementary



UBC Geering Up
Engineering Outreach

[UBC Geering Up](#)

[Engineering Outreach Workshops](#)

[Pro-D Days | UBC Geering Up](#)

Geering Up offers professional development programs for teachers, which focus on integrating STEM activities into your classroom. We also offer classroom workshops where we host activities that consist of exciting software-based and hands-on activities.

Online FUN FAMILY PHONICS

Enjoy these workshops in the convenience and safety of your own home

3-hour workshop (Preschool – Kindergarten)

Fee: \$30.00 for up to 3 teachers from the same school
Teachers learn how to make the alphabet letters come to life for their students in a playful environment.
The program begins with ear training games for children who are 2 or 3 years old. Ideal for students whose first language is not English

10-hour workshop (Preschool – Grade 2)

Fee: \$90.00 for up to 3 teachers from the same school
This workshop is divided into 4 videos, the first of which is the 3-hour workshop for the Preschool- Kindergarten.

You will be amazed at how quickly children learn to love reading.

This Language Arts Program also includes creative writing and Readers Theatre.

For more information or to register **contact Muriel Endersby**
Phone: 604 535-7444
Email: muriel@funfamilyphonics.com



Perimeter Institute

Online PD Sessions

Our professional development workshops for STEM educators are continually being scheduled. Sign up for email updates to receive notification when new sessions are open for registration.



**COMMITTEE FOR
ACTION ON SOCIAL
JUSTICE**

CASJ Bookclub will be meeting on the first Thursday of each month this year.

On **Thurs Jan 6, 2022 (at 4pm on Teams)** we will be discussing part IV and V of Mariame Kaba's "We Do This 'Til We Free Us".

Meetings will run online via Teams while also having the option to meet in-person at a site that has yet to be determined.

Next committee meeting will be Thurs Dec 16, 2021 at 4pm on Teams.

We're in the process of lining up our next projects for the new year. If you have ideas or want to get involved in the next sequence of projects, now is a good time! Come on out, bring a friend! No experience necessary, new members welcome!!

You can connect with us on Facebook at 'CTA CASJ' group as well as joining our group on Teams.

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



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!

One wrong number added to a group chat led these high school students to an awesome surprise – a video chat with the Buccaneers football team! High School Basketball Adds Wrong Number, Facetimes TOM BRADY And The Bucs (sunnyskyz.com)

When a neighbor couldn't put up their Christmas lights this year after suffering from multiple recent health challenges, volunteers came together to continue the tradition and light their house up: Stranger helps carry on a tradition, hanging lights for a man recovering from stroke (msn.com)

This rescue cat quickly won over his new family, so much so that they created his own tiny bedroom, complete with a tablet showing bird videos to entertain him through the winter: Man Converts Crawl Space Into Tiny Bedroom For His Rescue Cat And We're Obsessed. – InspireMore



CASJ Early Matinee

Sat December, 11, 2021 11am – Free!

Hollywood 3 Theatre in Pitt Meadows

Elle-Máijá Tailfeathers's 2021 film

MKímmapiiyipitssini: The Meaning of Empathy

This film has had public screenings in Vancouver but will not be released by the NFB until the new year. We have special approval for a private screening for a group of CTA members.

Participants will not be charged but **prior registration is required** for us to reserve you a seat.

All current COVID protocols will be followed, **proof of vaccination will be required** as per the Provincial Health Orders on Gatherings and Events.

An interview with the film maker is available here ([spoiler alert!](#))

Please forward any questions regarding this event including ticket reservations to Diether Malakoff (dmalakoff@cta43.org).

TTOC COMMITTEE

Next committee meeting will be

Tues January 11, 2022 at 4pm via zoom.

Connect with us on Facebook to join our community at 'CTA TTOCs'.

We need more members to get involved.

If you or anyone you know would like to get involved, please do reach out.

Anyone working as a TTOC, even a part-time contract, are eligible for membership in the TTOC committee.

Please contact committee chair Morgan McKee (chair.ttoc@gmail.com) or Diether Malakoff (dmalakoff@cta43.org) with any inquiries.

COMMITTEE VACANCIES

CTA PD Committee

2 Middle Reps, 1 Secondary Rep, 1 LSA Rep
2 Elementary Reps, 1 Adult Ed Rep, 1 TTOC Rep

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

CTA Adult Educators

1 Learning Centre Rep, 1 High School Completion Rep

District Student Services Advisory Committee

2 CTA reps

District Student Achievement Advisory Committee

1 CTA rep

District Student Wellness & Safety Committee

1 CTA Rep

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

Kelly Roberts, Executive Director - kroberts@cta43.org

Accounting/Finance

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

Scholarships, Committees, CTA PD Day

Pat Adolf, Administrative Associate - padolf@cta43.org

Membership Database & Website Access

Kelly Stewart, Office Clerk - kstewart@cta43.org

Office Clerk

Corbey Heyes-Jones, Office Clerk

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

