

# COQUITLAM TEACHERS' ASSOCIATION

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## President's Message

I want to speak on behalf of the CTA and let the membership know that we are aware the TTOC shortage situation (otherwise known as “failure to fill”) is the most significant impact on teacher wellness going on right now. We have been involved with the employer on troubleshooting solutions and many have been implemented. The foundational and most difficult to resolve issue is that this is a supply side problem. Not enough teachers are being graduated, due to many factors (cost, difficulty of the work, low starting salary, etc.) and, you can’t fish an empty pond. Despite the highly competitive circumstances, recruitment does continue locally. Challenges lately have been exacerbated by overworked TTOCs getting sick as well, which we completely understand. Hopefully, the additional salary in the new agreement (if ratified) will attract some new people to this profession but, that is no quick fix. We have discussed extensively the employer’s recruitment and retention plans and actions and have made many suggestions to help them here. They’ve come up with some innovative ideas of their own, as well, to be fair. We will be meeting with them again this week to discuss it at our Labour Relations meeting, where we will again have concrete suggestions to make to aid this situation. We are deeply sympathetic to the plight educators are in and we hope our efforts will make a real difference here.

In Solidarity,  
Ken

# Ratification Vote

The Ratification Vote will be held electronically, via Simply Voting, by the BCTF from November 28-30, 2022.

You will receive your voting link from the BCTF.

Please ensure your non SD43 email information is up-to-date with the BCTF and with the CTA ([kstewart@cta43.org](mailto:kstewart@cta43.org)) to ensure you get all messages and links.

## BCTF Women's Institute

FEBRUARY 9-11, 2023 | COAST COAL HARBOUR HOTEL

This in-person event will be held February 9-11, 2023, at the Coast Coal Harbour Hotel in Vancouver.

The CTA can send one delegate who:

Identifies as a woman, is new to union leadership, has not attended previous Women's Institutes and is available and committed to attending in February 2023.

LOAs, travel, accommodation, and additional childcare expenses will be covered by the BCTF for this event.

If you are interested, please send your CV to Kelly S @[kstewart@cta43.org](mailto:kstewart@cta43.org) before 4:30 pm on Friday, November 18, 2022.

The posting for members to apply as additional delegates to the BCTF Women's Institute 2023 is now live at the following link: <https://www.bctf.ca/whats-happening/news-details/2022/11/01/additional-delegates-to-the-2023-women's-institute>.

The BCTF Executive Committee will be appointing additional delegates as follows:

- Up to 25 additional delegates who identify as women from the membership-at-large, with preference given to those who, are members of other equity-seeking groups, including those with lived trans experience, and who have not attended previous Women's Institutes.
- Up to 10 additional delegates who identify as women and are in their first five years of teaching and have not attended previous Women's Institutes.

Deadline for these applications is November 30, 2022.

Deadline for October 21 PSA Day reimbursement paperwork is Monday November 21, 2022 @ 4:30pm

Drop your receipt and conference report at the CTA office or email to [pd@cta43.org](mailto:pd@cta43.org)

# New Teacher Induction

The Coquitlam Teachers' Association invites you to join us for appetizers and conversation to celebrate teachers new to the district and to the profession.

It's also a great opportunity to meet members of CTA committees and your local union office. We look forward to seeing you!

Thursday, December 1, 2022

4:00 - 6:00 pm

Milestones Bar & Grill

2745 Barnet Hwy, Coquitlam

Please RSVP to Kelly Stewart at [kstewart@cta43.org](mailto:kstewart@cta43.org) by November 21, 2022



## Pinetree Secondary 25th Anniversary Open House

Pinetree invites former students and staff to an open house

November 18, 2022

6:00 pm - 9:00 pm

This will be a chance to walk the halls of Pinetree, celebrate its history, and visit with current and former staff along with past and present students.

Light snacks and refreshments will be provided along with Pinetree souvenirs.

We hope you will join us as we celebrate this milestone with our many past and present Timberwolves!

The following positions are currently available on the **CTA Executive Committee**

**Member at Large (2)**

**Member at Large, Person of Colour (1)**

If you are interested in running for one of these positions please go to our website to get and submit a CV to Kelly S, [kstewart@cta43.org](mailto:kstewart@cta43.org) by Jan 6, 2023.

# PD Power



Provincially BC teachers have PSAs (Provincial Specialist Associations) to support them in their specialty area. These are the groups that offer the many conferences on the provincial PD day every October. They also support teachers throughout the year in a variety of ways, ranging from offering workshops, one to one mentorship, financial support, or access to resources. They are an incredible support for teachers! Locally we are very lucky to have something similar, though on a smaller scale. Our LSAs (Local Specialist Associations) do much of the same work as their provincial counterparts, but with a focus on supporting and connecting with Coquitlam teachers. They are formed in late October of each year and work throughout the remainder of the school year to connect, support, and inspire colleagues. We are lucky to have Coco Roberge as this year's LSA Chairperson! You can reach Coco at [lisa@cta43.org](mailto:lisa@cta43.org) with any questions about LSAs, how to connect with them, upcoming events/meetings, and much more. Also, keep an eye on the newsletter for information about exciting meetings and events where you can connect with colleagues through an LSA!



## PD Yellow Form Reimbursement

### You don't need to wait for your yellow forms

Fill in the Conference Report ([click for direct link](#))

- **YES!** You do need to send your receipt in again
- **DO NOT** send anything directly from the photocopier – send it to yourself and then forward it with your name as the subject
- **NO jpgs!**
- **NO links** to receipts or attachments
- **DO NOT** forward or make documents a part of the body of your email
- Include proof of exchange rate if needed

### Email conference report and receipt to [pd@cta43.org](mailto:pd@cta43.org)

Only send these documents once, by school mail or email **NOT** both, as multiple mailing will slow the process down.

## Systemic Racism in Policing from a Human Rights Lens

November 24, 2022 | 5:00-6:00pm PST

The time for debate about whether systemic racism exists in policing is over—particularly, but not exclusively, as it affects Indigenous and Black people in British Columbia. It is time to act. In fall 2021, BC's Office of the Human Rights Commissioner released the most comprehensive analysis of policing and arrest data in B.C.'s history, alongside recommendations about reforms to address the disturbing pattern of discrimination revealed. In her talk, Commissioner Govender will speak about the report and her ongoing calls for immediate and sustained action to reform policing in BC.

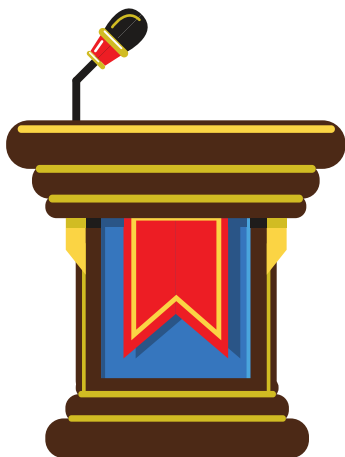
Registration for the 2022-23 MET Anti-racism Series:  
[Kasari Govender](#) | [PDCE ePayment Portal \(ubc.ca\)](#)

The PD Committee has chosen a keynote speaker for this February's PD Day! To find out who it is you'll need to unravel the clues left on Facebook, Twitter, Instagram, and the weekly CTA newsletter. When you know who it is, submit your guess to [mcrawford@cta43.org](mailto:mcrawford@cta43.org) for a chance to win!

Instagram: [@cta\\_pd](#)

Twitter: [@ctapd](#)

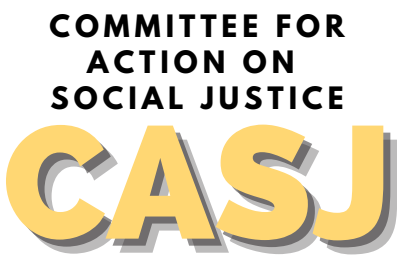
Facebook: <https://www.facebook.com/CTA43>



We can't wait to connect with you at our February PD Day! Our keynote speaker loves chatting with teachers and knows the many challenges we are facing these days. Do you think you know who will be joining us? Email [mcrawford@cta43.org](mailto:mcrawford@cta43.org) with your guess!

**Would you like to present a workshop at the February 24, 2023 PD Day?**

If so, please submit a workshop proposal at: <https://cvent.me/Qgdkgx>



### CASJ Bookclub

Bookclub folks have decided to have book club happen following CASJ meetings. Feel free to join us there, you don't have to be a CASJ member to attend CASJ meetings or book club. We are on Teams and are in the process of deciding on the next book to read. Contact Diether (dmalakoff@cta43.org) with any questions.

**NEW MEMBERS WELCOME!!**

### CASJ Meeting


**Thursday, November 24, 2022 at 4:00pm**

We are planning a Games Night event for December 8, 2022 and a film event for the new year. We're in the process of deciding on the film and other particulars for both events. We are also in the process of moving off of SD43 Teams and on to CTA Teams. Contact Diether if you'd like to join us there.

**CTA CASJ is now on Instagram! Find us at [socialjusticecta](#). We're also on FB at [CTA CASJ](#).**

**No experience necessary, new members welcome!! Please contact CTA liaison [Diether Malakoff](#) with any questions.**

CASJ social



Meet like-minded teachers who are passionate about social justice

Date: Thursday Dec 8th  
 Time: 4-630pm  
 Where: CTA office  
 (Large Conference room)

[Click here to RSVP](#)

# TTOCs & New Teachers

## TTOC Meeting

**Next Meeting Tuesday, November 22, 2022 at 7:30pm**

Please check the [CTA TTOC Facebook Group](#) for details and the link to join the Zoom meeting.

If you are TTOCing at least once a week, you are eligible to be on the TTOC committee. If you want to learn more about the union rights of TTOCs as well as getting union training, or attending various union events please join us. Things will be picking up with bargaining updates, it'll be important to have a chance to connect with colleagues to discuss concerns and keep up to speed with the latest developments.

**All CTA members welcome! Contact Diether Malakoff (dmalakoff@cta43.org) if you have any questions.**



## Thinking of retiring?

### Questions about your Pension?

For the next five Tuesdays, from **November 1 to November 29, 2022**, the BCTF will be presenting online pension seminars to help members learn about their pension plan, their pension options, and factors to consider when planning for retirement. A different topic will be discussed in-depth each week.

The schedule is as follows:

- November 22: Extended Health and Dental Benefits
- November 29: SIP and WCB Claims and Your Pension.

**All seminars will take place from 4:30-6:00 p.m. PST.**

Zoom link:

<https://us02web.zoom.us/j/873444950598?pwd=YWVqNkVvN25mRDBJTAA4aUJSZ1h3QT09>

If you can't make the live online sessions you can watch the recorded pension seminars on the BCTF YouTube channel in the Playlists section at your convenience: <https://www.youtube.com/user/BCTFvids/playlists>

You can also call 604-871-1949 if you have any questions related to the Teachers' Pension Plan, Canada Pension Plan, and/or Old Age Security Benefits.





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)

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

#### CTA Administration

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

#### Accounting/Finance - PD Reimbursements, Scholarships & CTA newsletter

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

#### Membership, Website Access, Committees

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

#### CTA PD Day, Website Updates, CTA Lending Library

Corbey Heyes-Jones, Office Clerk - [corbeyhj@cta43.org](mailto:corbeyhj@cta43.org)

## COMMITTEE OPPORTUNITIES

### CTA Standing Committees

#### CTA PD Committee

1 Middle Rep, 1 TTOC Rep, 1 CASJ  
1 Adult Ed Rep, 1 Learning Services Rep,  
1 Indigenous Member, 1 Member of Colour

#### CTA Teachers Teaching on Call Committee

8 Members-at-Large, 1 Indigenous Member,  
1 Member of Colour

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

2 Middle Reps, 1 Member-at-Large rep,  
1 Elementary Rep, 1 Indigenous Member,  
1 Member of Colour

### School District Advisory Committees

**Student Services Advisory** - 2 CTA Reps

**Student Achievement Advisory** - 1 CTA Rep

**District Student Wellness & Safety** - 1 CTA Rep

**District Aboriginal Ed Advisory** - Currently Full

**District French Advisory** - Currently Full

**District Technology Advisory** - 1 CTA Reps

#### CTA Adult Educators

1 Learning Centre Rep

#### CTA Policy and Procedure Committee

1 Indigenous Member, 1 Member of Colour

#### CTA Scholarship, Awards and Bursary Committee

1 Cont. Ed. Rep, 1 Indigenous Member, 1 Alt Ed Rep  
1 Member of Colour, 2 Additional CTA Members

#### CTA BIPOC Educators' Committee

For more information, please email Ryan Cho. To join the CTA BIPOC Educators' Committee email list, please fill out the form here: <https://forms.gle/zjuQ98d4j1UXY1GX9>

### New Westminster and District Labour Council

5 CTA reps

Teachers interested in any of these committees should go to our website or [click here](#) for a curriculum vitae form and submit it to the CTA Office ([kstewart@cta43.org](mailto:kstewart@cta43.org)). If you have questions, call the CTA Office at 604-936-9971.

### CTA Website Access

Information is posted on our website as quickly as we have it.

Please make sure you are able to access the site. SD43 email security settings may not allow a password reset online.

If you need to reset your password, please contact [Kelly Stewart](#)



1-800-663-1142

TTY: 1-888-384-1152

International (Call collect):  
604-689-1717

[HomeWeb.ca](http://HomeWeb.ca)

Employee and Family Assistance Program

Coaching | Counselling | Support

Confidential | Available anytime

### CTA LENDING LIBRARY



For information about the CTA Lending Library, email [lendinglibrary@cta43.org](mailto:lendinglibrary@cta43.org)