

COQUITLAM TEACHERS' ASSOCIATION

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President's Message

Shortages, Failure to Fill 2

Following up on last week's communication regarding failure to fill, the CTA presented a number of items at our Labour Relations meeting with management, to try and help this situation. Several items were agreed to or, at least, interest was shown in them. The employer agreed to allow teachers on personal leave to TTOC on their off time, for this year. They had previously already agreed to top up teachers with p/t continuing contracts in schools, as needs dictate. They also showed interest in a proposal for service recovery we made. They also agreed to part of a data-sharing initiative we proposed. The employer believes they can fill the remaining number of the 15 Permanent TTOC positions they created at the start of the year with the newest round of hires (we will be checking with them on that). Other things they were not interested in and, that is to be expected, in any open dialogue.

There is no magic bullet here. There are significant reasons the situation seems worse this year. The employer had a lot of continuing contract work available after recall was finished and a lot of that work went to TTOCs, reducing the bank. Then, 600 unexpected ELL students showed up and resulted in 25 more teaching positions going out to TTOCs. Then, there was the usual wave of reorganizations and medicals that happens at the start of every year, which generates contract work for TTOCs. Following that, a massive wave of various sicknesses occurred, affecting both contract teachers and TTOCs heavily. The employer can try to hire as many people as possible but, there is a profound teacher shortage, increasing competition and making it a seller's market for almost anyone with certification out there. What happens often is I will hear from someone saying, "It is so much better in X district, they don't have this problem." I will check with the local President and see if they have come up with something we can use here locally. Almost without exception the response is they are suffering heavily with shortages, the same as us. I wish there was something being missed here that would fix this immediately but, it's a systemic problem across the province that we can only somewhat moderate with offerings like those above.

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) to ensure you get all messages and links.

BCTF Women's Institute

FEBRUARY 9-11, 2023 | COAST COAL HARBOUR HOTEL

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.

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 effects 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).

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

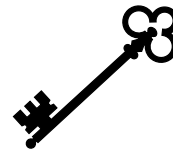
4:00 - 6:00 pm

Milestones Bar & Grill

2745 Barnet Hwy, Coquitlam

Please RSVP to Kelly Stewart at

kstewart@cta43.org by November 21, 2022



Remember the last time we were all together in 2020?

We are so excited to be moving towards that feeling again – we are better together!

Each CTA member gets a guess at who our keynote speaker might be – take yours now by emailing it to mcrawford@cta43.org

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 by Jan 6, 2023.

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

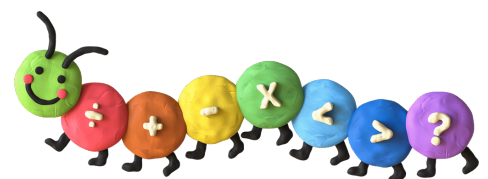
If so, please submit a workshop proposal at: <https://cvent.me/Qgdkgx>

Coquitlam Teachers' Association



Lending Library

<https://ctalibrary.liblib.com>
Email lendinglibrary@cta43.org to create an account.



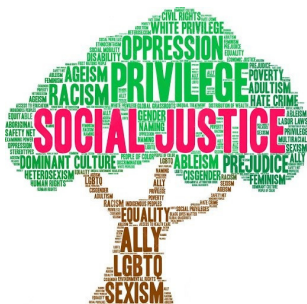
PD Power

How many February CTA PD Days have you attended in your career? Whether February 24, 2023 marks your first CTA day or your last, we can't wait to Reconnect with you and share the wonderful work that is happening in our district. As a part of that, we are still looking for workshop proposals from Coquitlam teachers! Do you have a unique way of starting classes each morning? Have you captured your students' attention with a new method of reading instruction? Perhaps you have done a deep dive into SEL and noticed the positive impacts it has on your students? Whatever it is, we want to hear about it and would love for you to submit a workshop proposal for the February PD Day. The proposal asks only what you plan to discuss and to tell us a bit about yourself. The PD Committee will review all proposals in December and make final selections for the PD Day. We truly hope to see more of our colleagues' names on those proposals! Submit your workshop plan today at

<https://cvent.me/Qgdkgx>.

COMMITTEE FOR
ACTION ON
SOCIAL JUSTICE

CASJ



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.

CASJ Bookclub

Thursday, November 24, 2022 at 5:00pm

We're moving forward with Book Club occurring in the hour following the CASJ Committee meeting. We'll be reading "Minor Feelings" by Cathy Park Hong. Join us on our new CTA Office365 Team. Send us a personal email and you'll be added to the team (dmalakoff@cta43.org) NEW MEMBERS WELCOME!

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: 4-6:30pm
Where: CTA office
(Large Conference room)
[Click here to RSVP](#)

CTA LSA Council

An LSA (Local Specialist Association) is a local chapter of a PSA (Provincial Specialist Association).

If you are interested in networking with or joining a group of teachers in the same specialty or focal point contact one of Coquitlam's LSA's!

Coquitlam Music Teachers Association (CMTA)

[Susan Kiddie](#) - President

Tech Ed (Technology Education)

[Peter Orlandi](#) - Acting President

CUE43 (SD43 Education Technology)

[Elaan Bauder](#) - President

Coquitlam Drama Teachers' Association

[Coco Roberge](#) - Chairperson

Environment Educators of Coquitlam

[Alexa Charles](#) - Co-Chairperson

Coquitlam Teacher Librarians Association (CTLA)

[Ryan McMahon](#) - President

Looking for information about starting a new LSA? Contact LSA Council Chair [Coco Roberge](#) for assistance.



TTOCs & New Teachers

TTOC Meeting

Tuesday, January 10, 2023 at 4:00 pm via zoom

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.



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

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 - kr Roberts@cta43.org

Accounting/Finance - PD Reimbursements, Scholarships & CTA newsletter

Heidi Davis, Finance Administrator - hdavis@cta43.org

Membership, Website Access, Committees

Kelly Stewart, Office Clerk - kstewart@cta43.org

CTA PD Day, Website Updates, CTA Lending Library

Corbey Heyes-Jones, Office Clerk - 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 Member who identifies as Indigenous
- 1 Member who identifies as Black or a Person of Colour

CTA Teachers Teaching on Call Committee

- 8 Members-at-Large,
- 1 Member who identifies as Indigenous
- 1 Member who identifies as Black or a Person of Colour

CTA Committee of Action on Social Justice (CASJ)

- 2 Middle Reps, 1 Member-at-Large rep ,
- 1 Elementary Rep, 1 Member who identifies as Indigenous, 1 Member who identifies as Black or a Person 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 Member who identifies as Indigenous
- 1 Member who identifies as Black or a Person of Colour

CTA Scholarship, Awards and Bursary Committee

- 1 Cont. Ed. Rep, 1 Alt Ed Rep, 2 Additional CTA Members
- 1 Member who identifies as Indigenous
- 1 Member who identifies as Black or a Person of Colour

CTA BIPOC Educators' Committee

For more information, please email Ryan Cho.

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). 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](#)

CTA LENDING LIBRARY

For information about the CTA Lending Library, email lendinglibrary@cta43.org



1-800-663-1142
TTY: 1-888-384-1152
International (Call collect):
604-689-1717
HomeWeb.ca

Employee and Family Assistance Program

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