

## Ideas to spark curiosity and inspire change.

Please read and discuss with your colleagues.



## In this ISSUE

[A Holiday Wish p. 2](#)

[BCTF President's Visit p. 2](#)

[How to Calculate and Use Your Remedy p.3](#)

[Understanding and Reviewing Your Paystub. p.4](#)

[SD71 Workplace Incident Reporting Process p. 4-5](#)

[Pension Contributions When on a WorkSafe Claim \(SIP\) p.5](#)

[TTOC Spotlight p. 6](#)

[Benefits Year End p.6](#)

[Honouring International Day of Persons with Disabilities:  
Challenging Ableism and Advancing Disability Justice. p. 7](#)

[Newsletter Quiz - All About Leaves p.7](#)

## Important Dates

Dec 4 - Exec Meeting

Dec 11 - Pro-D Joint Committee meeting

Dec 19 - BCTF President Visit

Dec 21 - Jan 6th - Winter Break

Jan 8 - Exec Meeting

Jan 14 - SURT for H&S Reps

Jan 15 - Pro-D Joint Committee meeting

As December brings a variety of celebrations across cultures, we honor the rich traditions that make this time of year so special. From Hanukkah to Christmas, Kwanzaa to Winter Solstice, Omisaka to Posadas Navidenas, and many more, we celebrate the diversity and unity that these moments of joy bring. Wishing everyone peace, happiness, and a season filled with warmth and togetherness!



---

## **A Holiday Wish**

by: Shawn Holland (CDTA President)

Season's Greetings Comox District Teachers' Association Members,

Here we are almost a third of the way through the school year. Isn't funny how time flies when you are having fun? Especially with memorable events like a provincial election, a US election, and a bomb cyclone; the days feel packed.

The message I am receiving from schools is that while there are many great things going on with varied learning opportunities and extra-curriculars, there are also many struggles with dysregulated students and outbursts of violence. In light of this, please continue to consider your physical and mental safety in all that you do. I am hearing great reports of staff unity and collaboration in the face of these challenges but recognizing that this is not enough I would encourage you to look after yourselves and one another while I send the message to senior admin and the BCTF that the current state of public education is not sustainable under these conditions. We know change is needed which is what we are advocating for at every possible opportunity.

The holiday break will be here soon. Hopefully all of you will have the opportunity to recharge in whatever way you need as we go into a new year filled with opportunity and hope not only for our joys and successes, but those of our students as well.

Take care.



---

## **BCTF President's Visit**

by: Jacqueline Symons (CDTA Vice-President)

You're invited to an exciting opportunity to meet and connect with BCTF President, Clint Johnson, on December 19th at the Comox Valley Curling Club! Come mingle with fellow members and Clint at 3:30 PM, followed by Clint's presentation at 4:00 PM. Afterward, we'll have time to share your stories, experiences, and ideas in an open and welcoming environment.

This is a great chance to engage with our union leadership, hear updates, and have your voice heard. We look forward to seeing you there!

## How to Calculate and Use Your Remedy

by: Jacqueline Symons (CDTA Vice-President)

In 2016, the Supreme Court of Canada restored Collective Agreement language, related to workload, including Class Size, Class Composition and Total Student Load, that was stripped by the government in 2002. Teachers of classes that do not comply with the restored class size and composition provisions receive a monthly remedy for non-compliance effective October 1st (or 22 calendar days from the start of the class). A full explanation and breakdown can be found in LOU No. 12 of our Provincial Collective Agreement. **Please use your remedy by school year end as it does not carry over.**

The **formula** used to calculate remedy is:

Linear Elementary:  $(V) = (180 \text{ minutes}) \times (P) \times (S1 + S2)$

Linear Secondary:  $(V) = (180 \text{ minutes}) \times .143 \times (S1+S2)$

Semestered Secondary:  $(V) = (180 \text{ minutes}) \times .286 \times (S1+S2)$

**V** = the value of the additional compensation;

**P** = the percentage of a full-time instructional month that the teacher teaches the class;

**S1** = the highest number of students enrolled in the class during the month for which the calculation is made minus the maximum class size for that class;

**S2** = the number of students by which the class exceeds the class composition limits of the Collective Agreement during the month for which the calculation is made.

Here are some **examples**:

### Grade 6/7 class

If a class of 27 students has 5 designated students, including two with severe behavior, the remedy for a full-time teacher would be 540 minutes per month.

S: The value of S is 3 because there is one student above the restored language for low incidence/severe behavior, and 2 above the restored language of 3 designated per class.

### Secondary math class

If a linear secondary math class of 30 students has 5 designated students, the remedy for one block would be 51.4 minutes per month. This is calculated using the formula

S: The value of S is 2.

P: The value of P is 1/7 for each secondary block (0.143).

### **Ways that remedy can be used:**

- Additional preparation time for the affected teacher;
- Additional non-enrolling staffing added to the school
- specifically to work with the affected teacher's class;
- Additional enrolling staffing to co-teach with the affected teacher;
- Professional Development which is relevant to your teaching assignment and responsible to the teaching profession.

You can **find** how much **remedy time** you have accrued **on your pay stub** in the box at the top right hand corner. If you feel that your calculation is incorrect, talk to your site administrator.

Teachers when admin keeps putting the most challenging students in their class because "they can handle it:"



# Understanding and reviewing your Paystub

by: Jacqueline Symons (CDTA Vice-President)

Taking a few minutes to check your pay stub each pay period is a smart habit that helps you make sure you're being paid correctly and getting all the benefits you're owed. It's a simple way to double-check your wages, keep track of sick days and remedy, and make sure deductions for things like taxes, insurance, and pension contributions are correct. If there are any mistakes, catching them early makes it easier to get things fixed before they become bigger issues. Staying on top of your pay stub helps you stay informed and ensures you're getting the pay and benefits you deserve!

**1 Name, Address and Email**  
Suzie Sunning  
1224 Emily Lane  
CherFalls, Happy Valley  
V1W 1G5, Canada

**2 Category and Step Pay Period**  
Statement of Earnings & Deductions

**3 Earnings:**  
Reg Salary  
TSIP Allowance: Salary Indemnity Plan Allowance. Monthly rebate of 2% of your salary as per CA (B.6)  
Sick Days Used: check these numbers are correct  
**Not on this Cheque:**  
Salary Adjustments: if you take any of the discretionary leaves (not shown on this example)  
Paid Remedy Days - any days used will show here

**4 Employer Paid Benefits**  
This section has what the employer is contractually obligated to pay for your benefits.

**5 Entitlement-accumulations**  
Sick Leave: earn 1.5 days/month (pro-rated by FTE)  
Payroll/Summer Interest: 12 month pay plan participants will see this  
**Not on this Cheque:**  
Remedy: any accrued Remedy shows here

**6 Location: Main Work Site**

**7 Deductions:**  
Income Tax, Employment Insurance, CPP: employer is mandated to deduct EHB: extended health benefits, employee pays 10%, employer pays 90% (B.11.7)  
Dental: Employer pays 85%, employee pays 15% (B.11.9)  
Group Life: life insurance, employee pays 20%, employer 79% (B.11.5)  
BCTF: 1.000% of gross salary  
CDTA: 0.7% of gross salary  
SIP: Salary Indemnity Program 2.09% of gross salary (rebate as seen in earnings section)  
Pension: 11.17% of gross salary

**8 Deposit Date: when your payroll will be deposited**  
**Net Pay: the amount deposited for this pay period**

**9 Payroll Department Contacts**

CDTA thanks "Saanich Teachers' Association for the Template"

# SD71 Workplace Incident Reporting Process

by: Thea Black (Health & Safety Chair)

## Step 1 When an Incident Occurs

Report all types of incidents immediately, (e.g., Near Miss, Injury, Workplace Violence, Bullying/Harassment, Property Damage, Ergonomics etc.)

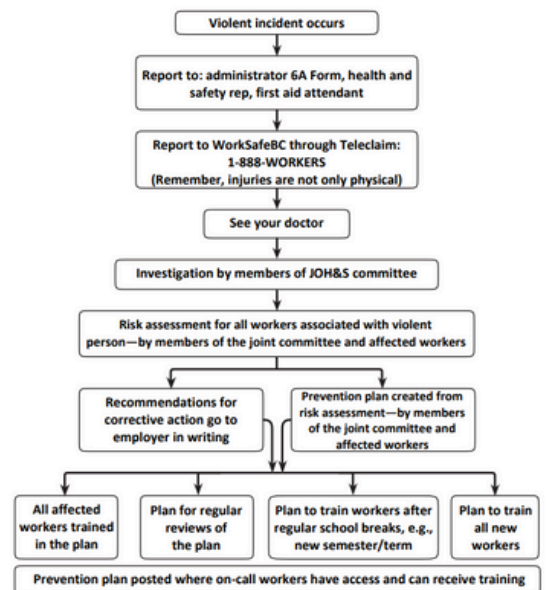
**Step 2** Worker reports incidents to Supervisor within 24 hours. If you are feeling anxious take a friend with you.

**Step 3** For incidents (injuries) requiring First Aid Treatment, see the First Aid attendant who will record the First Aid treatment in Prismatic.

**Step 4** Worker reports incident in Prismatic within 24 hours or as soon as possible. (Select appropriate "Injury Severity" i.e. Near Miss/No Injury, First Aid/Minor Injury, Medical) If you are anxious ask your supervisor or staff rep to help you complete this.

## Violence Prevention

### Violent Incident Reporting Process



**Step 5** Supervisor completes and submits Incident Investigation report – within 48 hours

**Step 6** Medical Treatment and Time Loss incidents

\* Only incidents reported as medical treatment, time loss, or medical treatment with time loss are submitted to WSBC by employer on behalf of worker to initiate the claims process. You can contact WorkSafeBC at 1-888-WORKERS to begin the claims process yourself.

**Step 7** Healthcare Options

If you need immediate first aid /medical attention due to severity of injury, you must report the incident either simultaneously or immediately after receiving medical attention. Otherwise, report the injury before this step.

If your condition worsens and you receive medical treatment, please update your Prismatic report to reflect the new type of injury. Ex: A poke in the eye was reported as First Aid Minor injury but later an eye infection causes time off work. Change the type to Medical.

---

## Pension Contributions When on a WorkSafe Claim (SIP)

by: Jacqueline Symons (CDTA Vice-President)

If you're off work due to a WorkSafe claim, it's important to be aware that while WorkSafe provides compensation for lost wages, it does not cover pension contributions. This is where the Salary Indemnity Plan (SIP) comes in.

SIP is designed to bridge that gap by ensuring your pension contributions continue, even if you're unable to work. Applying for SIP can help protect your long-term financial security, ensuring that your pension plan remains intact during your recovery.

### What you need to know:

- WorkSafe compensates for lost wages but does not include pension contributions.
- SIP will cover pension contributions while you're off work due to a WorkSafe-related injury or illness.
- You must apply for SIP separately – it's not automatic.

To apply for SIP or get more information, please contact our union office or visit the [BCTF website](#). Protect your pension and your future while you focus on getting better.



## TTOC Spotlight

by: Mallory McLeod (TTOC Chair)

Seasons Greetings TTOCs! Our classrooms and schools could not function without you showing up to cover absent contract teachers. It requires us to be flexible and versatile in the face of employment uncertainty. I hope you have the ability to replenish your health and spirits, and celebrate in meaningful ways over the holidays.

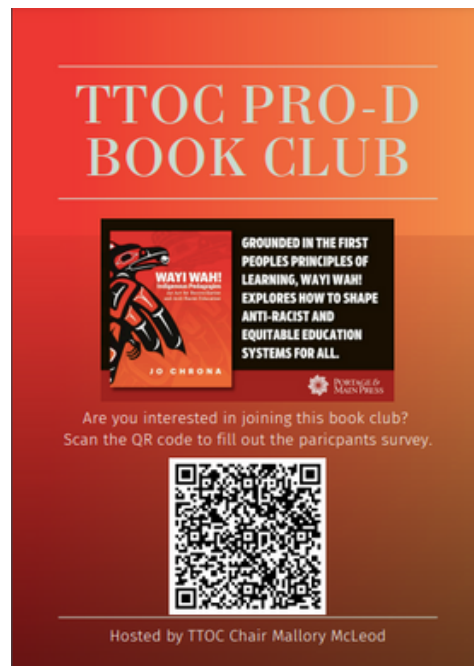
I also acknowledge that December is often characterized by covering classes with increased illness and energy followed by two weeks without TTOC pay. It can create a stressful transition into winter break and the new year. If you are not on EI already, I encourage you to look at the qualifications because you may be eligible to receive financial support during school breaks. [Click here for more information about EI and teachers.](#) The daily hour calculation for EI is 9.1hrs.

There is an important detail regarding paid sick days that all TTOCs should be aware of: Our employer is only legally required to provide 5 paid sick days in a calendar year.

They provide these sick days in the following ways:

- i) 5 Provincially mandated paid days because an employee does not have a bank of accrued sick days
- ii) Employee bank of 5+ accrued contract sick days - applied by payroll even if you are taking a sick day as a TTOC. \*\*TTOCs can use all of their accrued sick days
- iii) A combination of accrued sick days (if less than 5) and provincial sick days to a max of 5 in total

A final call to express your interest in participating in a TTOC book club beginning in January 2025.



---

## Benefits Year End

by: Jacqueline Symons (CDTA Vice-President)

Can you believe the year is almost over? Now's the perfect time to squeeze every last drop out of your benefits before the clock strikes midnight on December 31st! Why not take a moment to check in on your coverage and book any remaining appointments?

From dental cleanings to eye check-ups to all those amazing practitioner services, don't let these benefits go to waste. You've earned them—use them before the year's end! Need help? Just reach out. We've got your back!



# Honouring International Day of Persons with Disabilities: Challenging Ableism and Advancing Disability Justice

by: Jacqueline Symons (CDTA Vice-President)



Every year, the International Day of Persons with Disabilities is observed to continue the important work of advocating for the rights and well-being of persons with disabilities, while shining a light on the systemic, attitudinal, and physical barriers they encounter.

Living with a disability can often mean facing daily obstacles that may go unnoticed or are misunderstood by others. It involves navigating a world that hasn't always been thoughtfully designed for everyone. Disabilities that are not immediately visible, such as chronic illnesses, mental health conditions, and neurological disorders, present their own unique and often painful challenges. For persons with disabilities who have intersecting identities, such as women, Indigenous, Black, racialized and 2SLGBTQI+ people, the impacts are even worse.

As educators and union members, we can play a powerful role in advancing disability justice by championing inclusive, accessible, and equitable working and learning environments.

## Take action

- Use December 3 to educate and advocate for disability justice at your school site, in your local and in your community.
- Check out the BCTF's lesson on [Understanding and Challenging Ableism](#) and read the blog post on their [Think Tank on Meaningful Inclusion for Students with Disabilities and Diverse Needs](#).
- Use the Canadian Labour Congress guide, "[Doing Things Differently: A Disability Rights At Work Handbook](#)."
- Bring lessons into your classroom that address disability justice, such as [this one](#).

---

## Newsletter Quiz - All About Leaves

by: Jacqueline Symons (CDTA Vice-President)

The Newsletter Quiz is back by demand!

Complete this month's quiz to get to know your collective agreement and have your name entered in a draw to win our monthly prize! \$20 gift certificate to Old Farm Market.

## December's Quiz

The  
Old Farm  
Market