

Ideas to spark curiosity and inspire change.

Please read and discuss with your colleagues.



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Important Dates

Feb 5 - **General Meeting**

Feb 17th: Family Day

Feb 18th: Pro-D Day

Feb 19: Pro-D JC meeting

Feb 19th: Staff Rep Meeting @

SBO 1-3:30pm

March 5th: Exec Meeting

Discretionary Days

by: Jacqueline Symons (CDTA Vice-President)

Let's crack the code on discretionary days! 🤔👜

So, what's the deal with paid and unpaid discretionary days?

A paid discretionary day lets you take a day off with pay, minus a deduction for the cost of a TTOC.

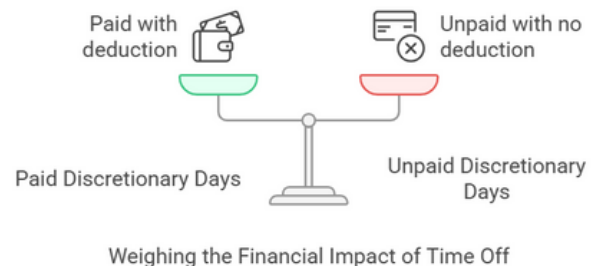
Here's the breakdown:

- No TTOC needed? You're charged the base rate for a TTOC, which is Category 4, Step 1.
- TTOC needed? The cost depends on their category and step.

Noteworthy info: Even if your TTOC is well-seasoned, costing more than your regular daily rate, you won't be deducted more than your usual daily rate. 🙌

When using unpaid discretionary days, you will have a day off without receiving pay.

So, whether you're taking a paid or unpaid day off, you can hopefully now use your day with a little more confidence and understanding! 😊



Bargaining Update

by: Jacqueline Symons (CDTA Vice-President)

The bargaining team has been working together effectively and cohesively, preparing thoroughly for each session with the employer. We've been strong advocates for the issues we've heard are most important to you. Your voices are at the heart of our efforts, and we're committed to pushing for positive changes.



Our discussions have led to valuable opportunities to strengthen relationships and enhance our understanding of each other's positions. A key part of this has been an intention to weave principles of Indigenization, and the words of Indigenous artists and wisdom holders, throughout our discussions. These elements have positively influenced our working relationship and the overall atmosphere at the table, fostering a commitment to collaboration and cooperation that extends beyond the bargaining process.

However, we recognize that we still have significant work ahead in moving past the colonial and rigid frameworks that have historically defined bargaining. While challenges remain, we are making strides towards progress. With two sessions left on the agenda, we are focused on maintaining momentum and aim to create a package that will yield meaningful benefits for our members.

More to come as we continue the work! Thank you for your trust and support.

Indigenous Education resources

by: Natasha Rainkie (Indigenous Education Chair)



**INDIGENOUS
EDUCATION**

Hello Teachers,

When I first joined the Indigenous Education department at SD71, I was amazed by the incredible programs and resources available to staff, students, and our community. I'm excited to remind you of the Indigenous Education resources available to support you and your students.

The Indigenous Education website (<https://www.comoxvalleyschools.ca/indigenous-education/>) offers a growing collection of learning resources that explore topics such as K'ómoks First Nation culture, storytelling, identity, truth, pedagogy, language, and reconciliation.

At the top of the Indigenous Education website is a link to the InEd YouTube channel (<https://www.youtube.com/user/AbEdSD71>) filled with engaging videos that bring Indigenous perspectives to life. These include cultural presentations, storytelling, and educational sessions to support your curriculum. Explore topics such as the history of the fish traps, water teachings, the story of how the Am'lala sa K'umuxse' song came to our district, and more. And here's the fun part—you might just spot some familiar faces in these videos. Whether it's colleagues, students, or maybe even yourself, these resources highlight some of our community's knowledge and stories.

Personally, these resources have not only supported me as a teacher but have also grounded me in local knowledge as an uninvited visitor to this territory. They have helped me better understand the rich history, traditions, and ongoing presence of the K'ómoks First Nation, shaping the way I engage with students and the community. I encourage you to explore these resources and have fun integrating them into your classrooms!

TTOC Corner

by: Mallory McLeod, TTOC Chair

A whole hearted thank you to the TTOCs who attended the district orientation in November. It was a meaningful opportunity for our Association to collaborate with the district. During the session, TTOCs were invited to submit questions for the district to answer at a later date. This has been made available through HR and it is now posted on the TTOC Committee page of our Association website. TTOCs can access it here:

<https://cdta71.ca/wp-content/uploads/2025/01/Questions-from-TTOC-Orientation-2024-SBO-FAQ.pdf>

Did you know that TTOCs can participate in local and provincial Pro-D events in August, October and February? TTOCs can also register for district hosted book clubs and workshops throughout the year. Keep in mind that TTOCs attend on a voluntary basis (unpaid) and cover any costs associated with a Pro-D event. Free to attend events are also free to TTOCs.



Active Membership = Stronger Union

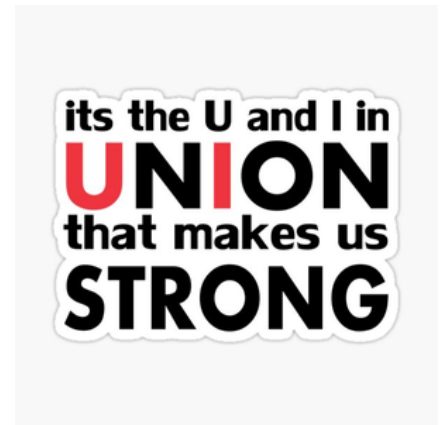
by: Jacqueline Symons (CDTA Vice-President)

This is a call to action to our members; our work cannot be done without you.

Your participation helps identify workplace problems and ensures that we can collectively address them. By being actively involved, you can stay informed on new developments and important issues in your workplace and gives you a chance to contribute to decisions that affect us all. The more members get involved, the more power we have to advocate for each other. It makes our union more effective in addressing issues and finding solutions. This year alone, we have made significant gains for our members due to people bringing issues to our attention.

So, please, come out to our general meetings (either in person or virtually), consider volunteering for union committees or rep positions, and/or send us emails informing us of issues that need our attention.

Our next General Meeting is this Wednesday, February 5th, at the Comox Curling Club from 4pm to 6pm. We look forward to seeing you there virtually or in person!



Black History Month

by: Shawn Holland (CDTA President)

Hello colleagues. As I am sure you are aware this month is Black History Month, and while you are developing lessons and sharing insights with your students on the achievements of Black Canadians, we thought we should share some of those achievements in the area of education. Union work, and teaching, is all about standing on the shoulders of those who came before us to lift up those who come after. Here are some of those black educators who came before.

Emma Stark – Emma was the first black teacher on Vancouver island, teaching at North Cedar school in Nanaimo in 1874.

Barbara Howard – Barbara was the first “visible minority” hired by the Vancouver School board. After first getting hired in Alberni, she then went back to Vancouver and after working as substitute teacher “[waiting] every morning for that call at 7am” was hired to Strathcona School.

Harry Jerome – owned the title “fastest man on Earth” multiple times, this Olympic and Pan American medalist was a teacher at Templeton Secondary in Vancouver.

John Craven Jones – one of the first teachers in the province and the first on Salt Spring Island. “You can build your house of timber, You can build your house of stone. But the best foundation is good education said our teacher Mr. Jones”

(All the above is sources from bcblackhistoy.ca)



WorkSafe Coverage During Extra-curricular Activities

from Michael-Don Borason, Health and Safety Specialist at the BCTF

WorkSafeBC coverage would depend on what the teacher was doing and where.

Examples of injuries where coverage can happen:

- If a teacher injures themselves during a fieldtrip, or an extra-curricular activity that is sanctioned by a school (ie coaching, participating in a teacher/student sports game, sponsoring a club or team, supervising a concert or school dance), that is considered a work-related injury.

This can occur during and after school hours.

- If the teacher is injured using their vehicle to get to the venue of a sanctioned extra-curricular activity (ie travelling to an away game as the coach, attending an off-site meeting), ICBC would be initially involved if their injuries were sustained by a motor vehicle accident. WorkSafeBC involvement would then depend on the details of the accident. This could be during or after school hours.
- If an itinerant teacher, like a school psychologist, speech therapist, or (like you) works at the local office, and is injured while travelling between site visits, this is considered a work-related injury.
- If an overnight stay in a hotel is part of a sanctioned trip and a teacher is injured, it would be considered a work-related injury
- If a teacher is leaving the school grounds to pick up school-related supplies during school hours, and the administrators are aware and gives permission (ie via verbally, email, or a sign-out/sign-in sheet) then any injury sustained doing that work can be considered a work-related injury.

Examples injuries where getting coverage might be difficult or not happen:

- If a teacher injures themselves during an extra-curricular activity that is NOT sanctioned by a school, it would likely not be considered a work-related injury. Examples would be using school equipment not related to their work, but for personal use (ie woodshop, cafeteria, sewing machines, etc).

- If a teacher leaves the school during a break or lunch hour (ie to get food, run errands, exercise) and is injured, it may not be considered a work-related injury.



- If the teacher is injured during their commute to school and back, it would not be considered a work-place injury. This includes TTOCs travel between sites, where they are booked separately to work at one school in the AM and another in the PM.

While there is precedent for a lot of cases, members are still encouraged to report after they have sought medical attention, and contact the CDTA office for any advice involving unique matters like I've described.

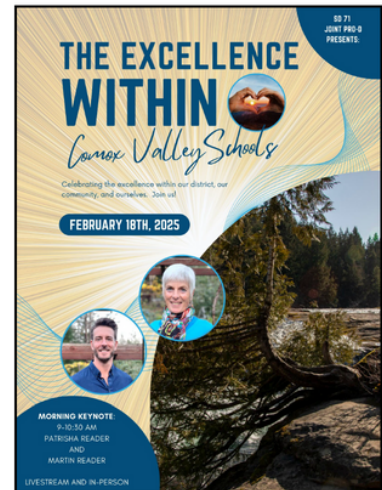


District Pro-D Day for teachers: Tuesday, February 18th

by: Lesley Johnson (Pro-D Chair)

Dear colleagues and friends,

We are excited to announce that workshop registrations for our District Joint Professional Development Day - February 18th opened Friday, January 24th. The topic we have selected for this year is "The Excellence Within" with our keynote speakers Patrisha Reader and her son, Martin Reader. Patrisha is a SD71 teacher 35+ years and Martin a 2012 Olympian, a 5-time Canadian volleyball champion, training coach and expert in youth development. They are both driven by a passion to help people become remarkable.



Modified teacher pro-d day roll-out:

With over 1,000 teachers within our school district currently, the aim of organizing large pro-d events has been challenging for our teacher joint pro-d committee. Issues with location to hold such large numbers, logistics of parking/traffic, food, and setup support has over the years become hindered. This, along with limited catering available for such sizeable groups in our valley, make creating an effective in-person pro-d day very difficult.

Therefore, this year we are opting for limited in-person seats for the morning keynote at Vanier multipurpose room (registered seating) and a livestream keynote out to all SD71 groups /sites. There will be about 10 workshop offerings at Vanier school, approx. 7 online workshop sessions and over 10+ workshops throughout the district at other schools /locations.

Our pro-d day workshop summary list and registrations link was sent out Friday, January 24th.

Our theme for this year, "The Excellence Within" has been cobbled together out of many conversations, ideas, and perspectives that have been shared by our PD reps and in the teacher questionnaires of years past. It is our hope that you will join together with us as we explore and celebrate "The Excellence Within" our students, our schools, our teachers, our district, and our community. We honour and respect the people of this land - the Pentlatch, Ei'ksan, Sahtloot and Sasitla peoples of the K'ómoks First Nation - who have lived here from time immemorial. We also honour the land itself on which we live, play, teach, share, and gather. Gila'kasla.

Tiny, Queer Love Stories: an evening for sharing them.

from Bruce Curtis and Karen Hollis

They say February is the cruelest month, and Valentine's may be the worst, or the best, day of the year. The hosts of Rainbow Gatherings, a monthly, secular event bringing generations of 2SLGBTQ+ generations together for fun and community, want to make your February a little brighter by sharing love stories of many types—from first love to worst love, pet and family love to unrequited crush love, changed-my-life-forever to no-regrets and bad-romance love. All love matters and deserves a chance to inspire celebration, delight, sober second thought, tears or laughter in good company.

The "Tiny, Queer Love Stories" event will be held at the Bayside Cafe on Friday, Feb. 21 at 7 pm.

Come expecting to participate in small group, all-ages appropriate story-telling in a high-acceptance, low-judgement atmosphere. Seating is limited; please register through Rainbow Gatherings at Event Bright to reserve your spot.

Rainbow Gatherings are hosted by Comox United, an Affirming congregation of the United Church of Canada. They are secular, social events—free from preaching, prayer or other religious practice—offered as a no-strings-attached gift to the Comox Valley's community of gender- and romantically-diverse folks, along with their allies and loved ones. Bayside Bistro is at 2760 Cliffe Ave, Unit #5, across Cliffe Avenue from the Driftwood Mall.

For further information: Bruce Curtis 250-339-5497 or bwcurtis@shaw.ca Karen Hollis 250-339-3966 or revkarenhollis@gmail.com



7  Friday February 21st
7 - 9 PM
Bayside Bistro
2760 Cliffe Ave #5, Courtenay



Admission is free for ticket holders
Tickets available from www.eventbrite.ca

Asian cuisine and non-alcoholic drinks
for purchase—cash or card

An inter-generational, secular event for 2SLGBTQIA++ and Allies
Every 3rd Friday of the month 7-9 PM
Hosted by the Affirm Committee of Comox United Church

March—Board Games; April—Queer Trivia; May—Improv



EMC
Money made simple.

NEW WINTER RATE

5 YEAR TERM: **4.34%** * (APR: 4.3871%)

Must close by February 28, 2025

Contact us to find out more
604-739-0320

WWW.EMCMORTGAGES.CA

TALK TO AN EMC MORTGAGE EXPERT.

Newsletter Quiz - Random Knowledge

Hello fabulous teachers!
Complete the short quiz below to help you get to know your collective agreement and be entered for a chance to win 2 tickets

February Newsletter