

## Ideas to spark curiosity and inspire change.

Please read and discuss with your colleagues.



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## Important Dates

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Nov 11 - Remembrance Day  
Nov 13 - Pro-D Joint Committee meeting  
Nov 21 - PT Interviews  
Nov 27 - Staff Rep meeting  
Nov 27 - TTOC Orientation  
Dec 4 - Exec Meeting

## Deadlines for Porting Seniority, Teaching Experience, and Sick Leave

by: Jacqueline Symons (CDTA Vice-President)

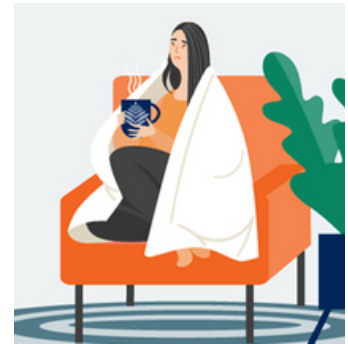
If you have recently been hired to the district or have recently signed a continuing contract, this is a friendly reminder to ensure that you've submitted the necessary forms to have your seniority, teaching experience, and sick leave days ported.

Upon being hired to the district, your teaching experience will need to be submitted and verified for placement on the salary grid. Please note that the CVSB does not count TTOC experience when porting from another district, which may affect your placement on the salary grid compared to your previous district.

You can port up to 60 days of **sick leave** within 120 days of commencing employment. To have your teaching experience verified and sick days ported, you will need to submit the appropriate forms to your previous district.

You can port up to 20 years of **seniority** accumulated in other schools districts in B.C. You must initiate the process and send the necessary forms within 120 days of receiving a continuing contract with the CVSB.

When you realize you're the most senior employee, and now everyone is going to ask you questions



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## Retirement Planning Workshop

by: Jacqueline Symons (CDTA Vice-President)

When it comes to retirement, it's crucial to make thoughtful, informed decisions long before you're filling out paperwork. BCRTA's Understanding Pensions and Benefits workshop is designed to help you navigate the planning process with confidence and ensure that the choices you make align with your personal needs and goals.

If you're 50 or older, we highly recommend attending one of BCRTA's free online Pre-Retirement workshops. These sessions provide valuable resources and give you the opportunity to ask questions, helping you better understand your retirement options.

Please pre-register [here](#).

The agenda includes: Teachers' Pension Plan, Canada Pension Plan, Old Age Security, and voluntary group benefits. Information about choosing your group benefits (dental, extended health and travel). We show some of the differences between the plans and help equip you to select the plan that best suits your needs.



**BCRTA**  
BC Retired Teachers' Association

Workshop dates and times:

- November 13, 2024 4 p.m.
- December 5, 2024 7 p.m.
- January 16, 2025 4 p.m.
- February 19, 2025 7 p.m.
- March 5, 2025 7 p.m.
- April 3, 2025 4 p.m.
- April 23, 2025 7 p.m.
- May 14, 2025 7 p.m.
- June 5, 2025 7 p.m.

## Peer Support

by: Jacqueline Symons (CDTA Vice-President)

Accessing peer support as a teacher offers a compassionate and supportive avenue for growth, learning, and wellbeing. In the dynamic landscape of education, it's easy to feel overwhelmed by challenges and it can feel uncomfortable to ask for support.

However, connecting with fellow educators provides a safe space to share experiences, brainstorm solutions, and gain fresh perspectives. This collaborative support not only helps us navigate difficult situations but also fosters personal and professional growth. Through peer support, we cultivate a sense of community that uplifts our spirits, reinforces our passion for teaching, and encourages resilience. Together, we can celebrate successes and overcome obstacles, enriching our journey as educators and ensuring our own wellbeing along the way.



If you are interested or curious, please feel free to email Lucy at – [mentorship@sd71.bc.ca](mailto:mentorship@sd71.bc.ca), or by calling the CDTA office at [250 338-1461](tel:2503381461), Ext 3.

**There is release time available!**

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## Additional Delegates to the 2025 Women's Institute

by: Jacqueline Symons (CDTA Vice-President)

The BCTF Women's Institute will take place in Vancouver from February 20–22, 2025, at the Coast Coal Harbour Hotel. This event is open to members with equity-deserving gender identities, including women-identifying individuals, as well as non-binary and gender non-conforming people who are comfortable in a space that centers the experience of women.

Up to 25 additional delegates who identify as women will be selected from the general membership. Priority will be given to those who, in addition to identifying as women, are members of other equity-seeking groups (e.g., trans women) or have not previously attended a Women's Institute. Additionally, 10 delegates who identify as women and are in their first five years of teaching, and who have not attended a Women's Institute before, will also be selected.

For more information and to apply, please visit the [online posting](#). The application deadline is **November 25, 2024, at 4:00 p.m.**



## Remembrance Day and Veteran's Week

by: Jacqueline Symons (CDTA Vice-President)

Veteran's week, observed from November 5–11 each year, is a dedicated time for Canadians to learn about, and reflect upon, the service of our military personnel. This is a time for us to pause, reflect, and express our deep gratitude for those who served, and continue to serve, in defense of our freedoms. Over 61,000 Canadians made the ultimate sacrifice during the First and Second World Wars, with thousands more serving in conflict zones such as Korea, Afghanistan, and beyond. In addition to their bravery in wartime, Canadian veterans have served as peacekeepers in conflict-ridden regions, such as the former Yugoslavia, Rwanda, and Cyprus. Canada's veterans are an essential part of our national history; may their stories of bravery and sacrifice continue to inspire us to build a future rooted in peace, justice, and equality for all. It is through remembering their service and upholding their legacy that we honour their contribution to the Canadian identity.



Remembrance Day itself, held on November 11, marks the armistice signed at the end of the First World War in 1918. Today, we observe a moment of silence at the 11th hour of the 11th day of the 11th month to honor all who gave their lives in service to Canada. It is a day of collective remembrance and reflection, not only for those who made the ultimate sacrifice but also for the veterans who have lived with the scars of war.

We encourage you to participate in local remembrance ceremonies, wear a poppy in honor of those who served, and support initiatives that care for veterans and their families.

As we pause to remember, we must also acknowledge that wars and conflicts continue to affect countless lives around the world today. Let us take this moment to not only honor the fallen, but also to reflect on our shared responsibility to work toward lasting peace, justice, and the resolution of global conflicts. In remembering the sacrifices of the past, may we be inspired to advocate for peace and stand in solidarity with those still impacted by war.

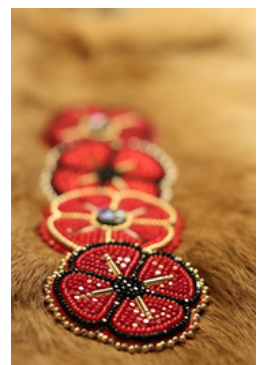
The BCTF has several [resources on TeachBC](#) about teaching for peace while also being respectful of the many lives lost. [Elementary](#) and [secondary](#) versions are available.

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## Indigenous Veteran's Day

by: Jacqueline Symons (CDTA Vice-President)

November 8 marks National Aboriginal Veterans Day, a day to honor the contributions and sacrifices of Indigenous veterans who served in the First and Second World Wars, as well as the Korean War. First observed in 1994, this day emerged from the need to recognize the often-overlooked role of Indigenous veterans in Remembrance Day activities.



Over 12,000 Indigenous men and women volunteered to serve in these wars, despite facing significant barriers, including long travel from remote communities, language barriers, and systemic racism. Many served with distinction, earning medals and commendations for their bravery.

However, upon returning home, many were met with discrimination, denial of benefits, and exclusion from veterans' associations and support networks.

It wasn't until 1995 that Indigenous veterans were allowed to lay wreaths at the National War Memorial in Ottawa, and it wasn't until 2003 that the Canadian government began providing veterans' benefits to First Nations soldiers. Métis veterans still lack the same recognition and support.



Memorial to Canadian Aboriginal veterans

As we observe National Aboriginal Veterans Day, let us honor the legacy of Indigenous veterans by honoring treaties and committing to addressing the injustices they faced, ensuring their contributions are fully recognized and respected.

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## Health Benefits and Member discounts

by: Jacqueline Symons (CDTA Vice-President)

### What is covered?

You can view your extended health and dental coverage on the [Pacific Blue Cross website](#). The Blue Cross app easily allows you to see how much of your benefits you have used under each category and what you have left to be used.



### Who is Eligible?

Part-time

- Part-time employees in local 71 that are in an assignment greater than 2 months and who have appointments of 0.5 or more, are eligible to participate in all welfare benefits.

Teachers Teaching on Call

- TTOCs in local 71 have access to the Provincial Health Benefit Plan, but they must pay 100% of the premium costs. All TTOCs have an opportunity to enroll in their district's EHB plan between September 1 and November 30

For further information contact Pacific Blue Cross  
Telephone: 604-419-2000 or 1-800-722-2583,  
8:00 a.m.–4:30 p.m. weekdays  
<https://www.pac.bluecross.ca/>

Check out the amazing discounts offered to our members through the [BCTF Advantage Program](#). There are discounts on mortgages, financial services, travel, health and fitness, retail, and more...



## Duty of the JOHSC?

by: Thea Black (Health & Safety Chair)

Ever wonder what exactly a JOHS Committee does? Your school's Joint Occupational Health and Safety committee is there to identify and address situations that may be unhealthy or unsafe for workers. They will then make recommendations and advise the employer on proposed changes to render situations safer. They are the school-based body that ensures and participates in any necessary investigations and inquiries. As an employee, you are always welcome to attend one of their monthly meetings. Currently your school-based JOHS committees are completing a Site-Specific Violence Risk Assessment for each school in the Comox Valley School District. These assessments are based on survey results from the Spring. Hopefully you got a chance to have your say at that time. You should hear from your admin team about this, if you haven't already. Don't forget that you are always welcome to join a JOHS committee.



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## TTOC Spotlight

by: Mallory McLeod (TTOC Chair)

### TTOCs do you know that...

- TTOCs with contract experience can apply to be come mentors in the Teacher Mentorship and Peer Support program? If you want to know about about this program and apply to be a mentor, then [click here](#).
- There is a TTOC FAQ on our website? You can [find it here](#).

If you are in a contract and receiving TTOC AMS call-outs on your contract work days, notify your admin and [hrhelpdesk@sd71.bc.ca](mailto:hrhelpdesk@sd71.bc.ca). Either your admin has forgotten to enter your work days in the system or HR has forgotten to remove you as a TTOC. Continue to notify until you stop receiving TTOC AMS call-outs.

Are you a TTOC who is interested in collaborative professional development and Indigenous pedagogy? Check out the **TTOC Book Club** flyer and scan the QR code or [click this link](#) to express your interest.

**TTOC PRO-D BOOK CLUB**

**WAYI WAH!**  
Indigenous Pedagogies  
and Anti-Racist Education  
JO CHRONA  
PORTAGE & MAIN PRESS

GROUNDED IN THE FIRST PEOPLES PRINCIPLES OF LEARNING, WAYI WAH! EXPLORES HOW TO SHAPE ANTI-RACIST AND EQUITABLE EDUCATION SYSTEMS FOR ALL.

Are you interested in joining this book club?  
Scan the QR code to fill out the participants survey.

Hosted by TTOC Chair Mallory McLeod

## Breaking Barriers: Social Justice Corner

by: Kir Tancon (Social Justice Chair)

Happy November, everyone!

“Action is the antidote to despair” – Joan Baez

"The most important thing to remember is that allyship is a verb, not a noun. You can't simply 'be' an ally. You need to practice it. You need to use your identity and privilege to make change happen" – Dr. Evelyn Carter

### Days to Note in November:

- 20th – National Child Day
- 20th – Transgender Day of Remembrance
- 25th – International Day of Elimination of Violence Against Women
- 27th – Buy Nothing Day
- First Sunday – Trans Parent Day
- Second week of the month – Transgender Awareness Week



**Trans Day of Remembrance** is November 20th. This day recognizes the disproportionate amount of violence and murder that trans people experience.

Watch this powerful short film featuring trans youth challenging the stigma of what it means to be trans today. Let's come together for a brighter future.

### **Lawyers Against Transphobia:** Combatting Transphobia in Canadian Schools

Barbara Findlay, a groundbreaking lawyer for more than 40 years in BC, was the afternoon keynote speaker at this year's annual SOGI summit on October 17th. Barbara and other lawyers and social justice workers have been working tirelessly on this amazing resource as a step forward in protecting the rights of ALL Canadians – most especially those groups who are increasingly being targeted.

Please see the following link to access the website, handbook, and other resources:

<https://lawyersagainstransphobia.org/>

I encourage you to especially read p 8-11 of the 'Combatting Transphobia in Canadian Schools handbook.

### **What can we do?**

On a local note, we know that many of our members, students, and family members identify as, and/or love and care about, someone who is trans. With anti-trans hate and disinformation on the rise, it is important now more than ever to educate ourselves and support and protect trans members of our community.

Our recent election showed us that many of our provincial and local politicians are fanning the flames of this unwarranted targeting of some of our most vulnerable youth. Alarming disinformation, such as the existence of a "SOGI textbook", has led many British Columbians to vote out of fear. It is up to all of us to have these conversations with our friends, family, neighbors, and co-workers and stand up against transphobia.



## Canucks Educators Night

The Vancouver Canucks Educators Night is taking place on January 16, 2025, as the Canucks take on the Los Angeles Kings. Each ticket receives a \$25 Rogers Arena gift card. Gift cards will be available to pick up at Rogers Arena on the date of the game. You can [purchase tickets here](#).



The Vancouver Canucks are also pleased to provide BCTF members and their friends and family with exclusive tickets for the following upcoming games. This offer will be rotating with new games added throughout the season.

- November 12, 2024, Calgary Flames
- November 19, 2024, New York Rangers
- December 10, 2024, St. Louis Blues
- March 5, 2025, Anaheim Ducks
- March 9, 2025, Dallas Stars
- April 2, 2025, Seattle Kraken
- April 14, 2025, San Jose Sharks.

[Click here](#) to purchase these exclusive tickets.

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## Newsletter Quiz

by: Jacqueline Symons (CDTA Vice-President)

Congratulations to Tanya Sedunow for winning our last newsletter quiz. Please email [office71@cdta71.org](mailto:office71@cdta71.org) to claim your prize!

There is no quiz for November due to low participation.