

Ideas to spark curiosity and inspire change.

Please read and discuss with your colleagues.



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Important Dates

Oct 14 - Thanksgiving
Oct 16 - Staff Rep Meeting and
SURT training
Oct 17 - CDTA Meet and Greet
Oct 19 - Provincial Election Day
Oct 23 - Pro-D SURT
Oct 25 - Pro-D Day
Oct 30 - CDTA General Meeting

Happy (Belated) World Teacher Day

by: Shawn Holland (CDTA President)

Although we didn't express our gratitude to all CDTA members last week, we want you to know that we see you, we hear you, and we raise our hands in recognition of all you do. As we enter fall with the changing colours and cooler temperatures, we also enter the rhythm of the school system filled with routines, marking, meetings, and challenges. Remember what you do within these rhythms is so incredibly important. Education is not only the backbone of our society, but also the genesis of what we want our society to be. We contribute to this each and every day as we share lessons of kindness, acceptance, growth, and support. As you move forward in the year despite struggles and long days and yearning for next year's summer vacation, you are creating memories within your students that they will carry for the rest of their lives and imprinting on them behaviours and attitudes that will not only enrich their lives, but the lives of those around them. Be proud of the work that you do – I certainly know we are. Thank you one and all.



Teacher Wellness

by: Shawn Holland (CDTA President)

October 10 was World Mental Health Day. The CDTA wants let you know supports are available for those of you who may be feeling overwhelmed. There are certain periods of the school year that carry greater stress – major holidays, spring post and fill, and the return to work as your body and mind shift from summer to school mode. If you are struggling, or if you notice one of your colleagues struggling, please reach out to the supports available. There is **EFAP** which is great for short term support. There is the **BCTF Health and Wellness program** which can provide longer term support. There is the **CDTA office** which is here to listen and help link you with what you may need to make this challenging occupation that we have chosen easier to manage. Links to all of these services can be found under the wellness tab on the CDTA website.

<https://cdta71.ca/wellness/>

You are not alone. There are people all around you to step in to help and support you. This is part of what comes with not only being part of the CDTA, but being in an occupation filled with kind, caring and supportive people.

If you ever have any questions about any of the supports available through the BCTF please reach out and contact the office.



What is a JOHSC?

by: Thea Black (Health & Safety Chair)

It's a Joint Occupational Health and Safety Committee. Each school with 20 or more workers should hopefully have a JOHSC. It should include at least 4 members, 2 of which should be a CDTA and CUPE members and the other 2 can be administrators. They will hold monthly meetings and periodical inspections that discuss health and safety issues within the school. Anyone can sit in on a meeting. They are usually pretty short.



Duty to Report - What to Report?

by: Jacqueline Symons (CDTA Vice-President)

The **duty to report** means that teachers and staff must inform their supervisors or designated safety officers about any health and safety concerns they notice in schools. This includes unsafe conditions, equipment issues, air quality concerns, or any incidents that could harm students or staff.

Reporting these issues helps create a safer school environment and ensures that problems are addressed promptly. It's an important responsibility to protect everyone's well-being

Violence means the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury. The potential for violence exists whenever there is direct interaction between workers and non-workers.

What to report: Any incident, including an accident, near miss, injury (*including psychological injury*), threat of violence, or occupational disease involving a BCTF member be reported to WorkSafeBC, investigated by a team which includes the worksite BCTF health and safety representative, or another BCTF member designated by the representative (As per BCTF Members' Guide, 13.D.06).

This includes reporting student on student violence and when you are a witness to violence as it is information that is important when conducting risk assessments and creating safety plans.

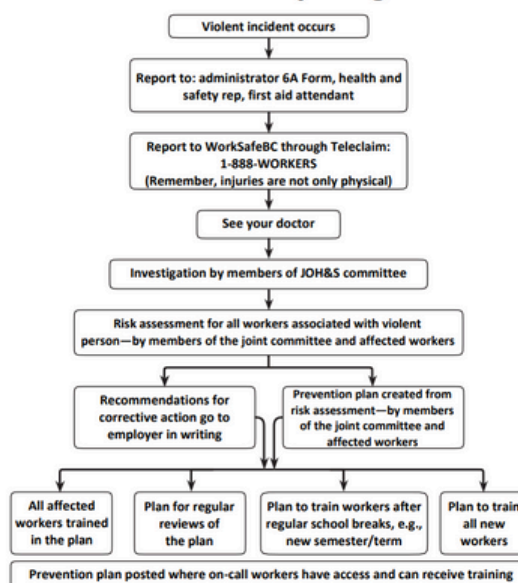


Our basic Health and Safety Rights:

- The Right to Know
- The Right to Participate
- The Right to Refuse
- The Right to No Discrimination

Violence Prevention

Violent Incident Reporting Process



Message to TTOCs

by: Mallory McLeod (TTOC Chair)

Greetings TTOCS! Did you know our TTOC members are a combination of early career teachers, new-to-our district teachers, retired teachers, teachers working in temporary positions, and family members of our students? Some of our TTOCs have been doing this full-time for many years and others are brand new. Some enjoy the flexibility of TTOC life and others are actively applying to contracts with the goal of becoming a continuing teacher.



Our TTOCs may also teach in neighbouring districts or work other jobs to support themselves. Most of the TOC assignments in our District come through requests from contract teachers. Unrequested TOC assignments through the automated AMS phone call system are less frequent. If TTOCs are new to our District and worked in another school district in BC, they can port up to 60 days of sick leave within 90 days of being hired with the District. TTOCs can also port up to 10 years of seniority within 90 days of being hired into a continuing status.

The [TTOC Committee page](#) is home to helpful resources that address the realities of being a TTOC in SD71. Check out TTOC Handbook, which is a comprehensive document that includes important information from the union and district. Both the committee page and handbook are in the process of being updated for the current school year. Additionally, TTOCs can reach out to the CDTA office and the TTOC Chair with their questions and concerns. We are here to support TTOCs and advocate on their behalf.

As the school year progresses, TTOCs will be exposed to colds, flus and viruses as they work in classrooms and schools across the District. Prioritize your health, so you can keep working at your fullest capacity. There are 5 sick days available to all TTOCs per calendar year. The District has released a new process to access these sick days, which can be found on the [District website's Employee WebCentre](#).

New Teacher Conference

by: BCTF publications

The New Teachers' Conference is an opportunity for teachers in their first five years of teaching, TTOCs, and teacher candidates to connect with teachers from across the province and grow their teaching practice. The New Teachers' Conference is back with two great events this year: one in Vancouver on February 8, 2025, and one in Nanaimo on May 10, 2025. The events will offer 75-minute workshops or extended 150-minute workshops for hands-on, arts-based activities or off-site, land-based sessions that require additional time.



You can add your email to the "[Notify Me](#)" list to receive updates when more information becomes available and when registration opens for the New Teachers' Conference.

Join Our Social Justice Committee

by: Kir Tancon (Social Justice Chair)

Hello CDTA member superstars!

My name is Kir Tancon, and I am your local Social Justice rep for this year. I am looking forward to advocating for all members with intersectionality at the heart of my work. I want to start off by recognizing all of the existent and ongoing work that many of you do to promote inclusivity and social justice in your classrooms, schools, and community. We have so many change-makers in our membership.

Are you interested in joining a CDTA Social Justice committee this year? And/or do you have ideas, suggestions, focal points, etc. that you would like to voice to our group? Please send an email to office71@cdta71.org.

Rainbow Games

via: Bruce Curtis



[Link to more info about the event](#)

The first of a monthly series of gatherings for the 2SLGBTQIA++ community, their friends, families and allies will be held on Friday, October 18th at Habibi's Restaurant, 180-A 5th St, Courtenay, from 7 – 9 PM. This first event will feature a friendly Trivial Pursuit tournament for intergenerational teams.

It will be very helpful, and if you would like to attend, please send a quick e-mail note (to either of the folks below) to that effect so that we can plan for the number of snacks to be prepared and beverages to be arranged.

To RSVP or for further information contact: Bruce Curtis at bwcurtis@shaw.ca or Karen Hollis at revkarenhollis@gmail.com

Women's History Month

by: Jacqueline Symons
(CDTA Vice-President)



In Canada, Women's History Month is celebrated every October to honor the essential contributions of women to the nation's history and growth. This year's theme, "Women at Work: Economic Growth Past, Present and Future," emphasizes the vital roles women have played in the workforce throughout history and the important part they continue to fulfill in driving economic innovation and progress that benefits Canada as a whole. It presents a chance to reflect on the strides made and the challenges that remain, while motivating future generations to advocate for women's rights and representation. Join us in celebrating the inspiring stories of Canadian women and their lasting influence on our communities!

Learning Disabilities Awareness Month

by: Jacqueline Symons (CDTA Vice-President)

Learning Disabilities are very common and affect approximately 10% of Canadians.

Learning Disabilities Awareness Month, observed every October in Canada, aims to raise awareness and promote understanding of learning disabilities in children and adults. This month highlights the experiences of individuals with learning challenges, emphasizing the importance of support, inclusion, and access to resources. It encourages communities to foster environments where everyone can thrive, regardless of their learning differences. By sharing information and personal stories, Learning Disabilities Awareness Month helps break down stigma and empowers individuals to embrace their unique abilities and potential.

[Learning Disabilities Association of Canada](#)

[Learning Disabilities Society](#)

[Inclusion Resources](#)



Provincial Election

by: Jacqueline Symons (CDTA Vice-President)

Yesterday, October 10th, marked the start of advanced polling for the BC provincial election. Click [here](#) to learn about where and how to vote.

Next week, members of our Exec will be popping by your staff room with some votenuts and a breakdown of the party platforms as they relate to education.

As educators, we are trusted to share about the realities of BC's public education system. This coming week is an important time to be having conversations with those around you about the necessity of properly funding schools to support student needs and improving working conditions in order to recruit and retain teachers.

Newsletter Quiz

by: Jacqueline Symons (CDTA Vice-President)



Congratulations to Nancy Liu for winning our last newsletter quiz. Please email office71@cdta71.org to claim your prize!

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 Atlas Cafe.

[October's Quiz](#)

