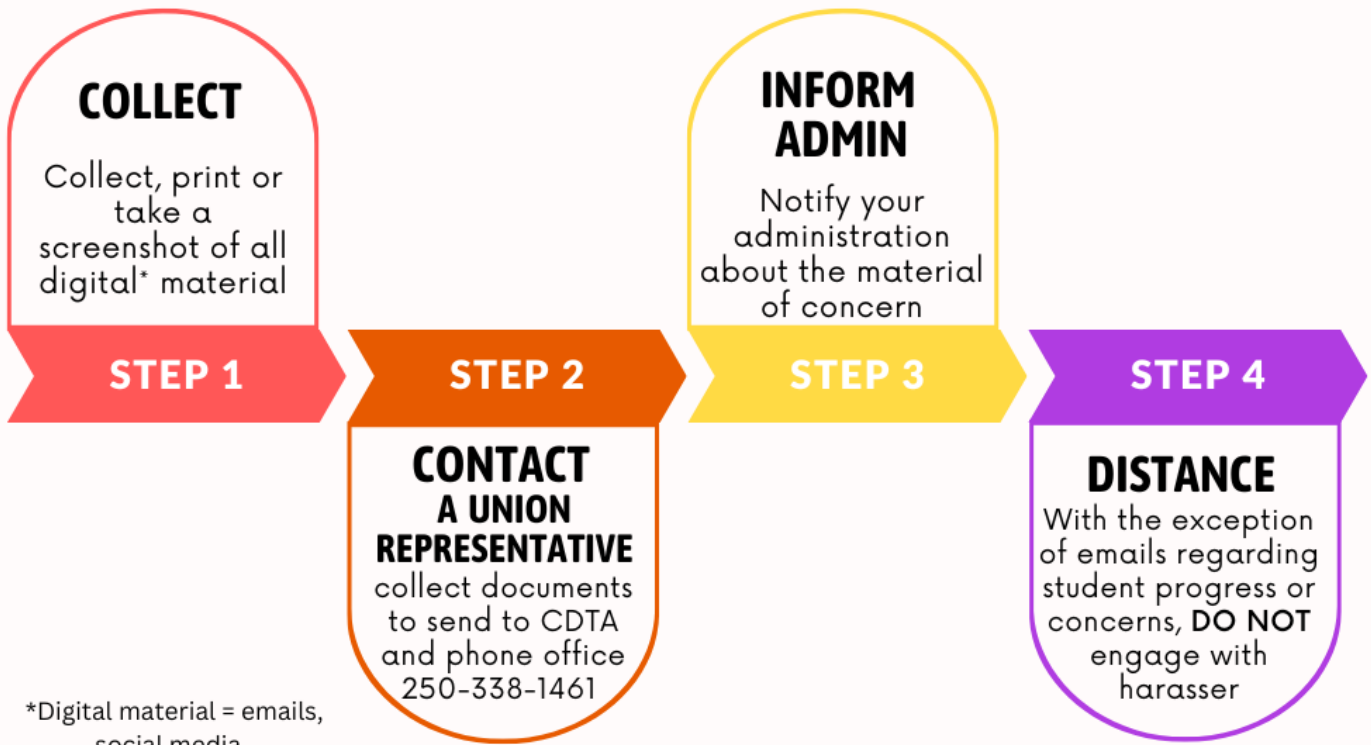


Are you experiencing digital harassment in any form? Facebook posts? emails? etc? Here is the CDTA flowchart on how to respond

How to Respond to Digital Harassment from Parents/Students



SAVE THE DATE - General Meeting Oct 25th

The upcoming General Meeting (GM) will be a hybrid in person/ Zoom on Wednesday, October 25, 2023, at 4:00PM at the curling club and on Zoom. Information to follow. All CDTA members are encouraged to attend! Please note that we will consider a motion to amend a CDTA Policy and Procedure in this meeting.

We also **TWO** positions up for election -
1. Local Representative, 2. Member at Large

You can run from the floor for either position if you are interested.



Important Dates

- Oct 18 - Staff Rep Meeting @ Curling Club
- Oct 25 - General Meeting 4-6pm Curling Club**
- Nov 1 - Executive Meeting
- Nov 8 - Joint Pro-D Meeting



Teaching is the one profession that creates all other professions. - Unknown

Know your Contract

What is the difference between unpaid and paid discretionary days?

ARTICLE G.21: DISCRETIONARY LEAVE

1. Upon application, the Board will grant up to three (3) days leave during the school year to each full-time teacher. For such leave salary will be deducted at the cost of a teacher teaching on call (TTOC). Part-time teachers will be entitled to discretionary leave prorated to the fraction of time they teach. Whenever possible the leave should be taken when convenient to the operation of the school, but will not be unreasonably denied. This leave will not be cumulative.

NOTE

If you are a non-enrolling teacher, your salary will still be deducted at the cost of a TTOC

Leave to extend school holidays will not normally be approved.

ARTICLE G.5: UNPAID DISCRETIONARY LEAVE

1. a. An employee shall be entitled to a minimum of three (3) days of unpaid discretionary leave each year.
b. The leave will be subject to the educational requirements of the district and the availability of a replacement. The leave must be approved by the superintendent or designate. The request shall not be unreasonably denied.

2. The leave will be in addition to any paid discretionary leave provided in local provisions.

3. The combination of this provision with any other same provision shall not exceed three (3) days

During an unpaid leave, you do not contribute to the pension plan and you do not accumulate any pensionable or contributory service.

from Teacher Pension Plan

New Leave in our Collective Agreement since July 2022

ARTICLE G.11: CULTURAL LEAVE FOR ABORIGINAL EMPLOYEES

The Superintendent of Schools or their designate, may grant five (5) paid days per year leave with seven (7) days written notice from the employee to participate in Aboriginal Cultural event(s). Such leave shall not be unreasonably denied.

New!

The BCTF offers retirement webinars a variety of topics. They can be found here <https://www.bctf.ca/topics/services-information/pensions-and-retirement>

Topics like:

- Selecting a Pension option
- Purchasing Leaves of Absence
- Relationship Breakdowns
- Extended Health and Dental Benefits
- What is YMPE (Year's Maximum Pensionable Earnings)
- Disability and your Pension Benefits
- Etc....



Health and Safety Incident Reporting

The District has a new Health and Safety Incident Reporting Platform. Here is where you find it and how to report and incident

- Start at the SD71 Website, click **PORTAL** in the top right
- you may be asked to Login
- Look for this icon
- Choose the option that applies to your situation and start filling out the form. If you need assistance please see a JOHS committee member or feel free to **contact the Union Office.**



October is

Women's History Month in Canada



This year's theme, Through Her Lens: Celebrating the Diversity of Women, emphasizes the importance of recognizing the achievements and contributions of women from diverse backgrounds. It focuses on the unique perspectives, experiences, and challenges faced by women, including Indigenous women; women from 2SLGBTQI+ communities; women with disabilities; and newcomer, racialized, and migrant women.

The power of a Union is in the collective of the members. Thank you to all who volunteer as Staff Reps, Pro-D reps, Health & Safety Reps, and CDTA Executives. You make a difference!!

Together we are stronger. Please reach out to the CDTA office if you are interested in learning more about union work and building our capacity as a union.

BARGAINING

WATCH THIS SPACE FOR
UPCOMING BARGAINING
UPDATES

The NEW K-12 Reporting Order is on the union website [here](#)