



NEWSLETTER

February 2026

Ideas to spark curiosity and inspire change.

Please read and discuss with your colleagues.

Important Dates

Feb 11th - Joint Pro-D

Feb 16th - Family Day

Feb 17th - District Pro-D Day

Feb 18th - Staff Rep Meeting

March 4th - Exec Meeting

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2026
YEAR OF THE HORSE



February in our Community

by: Jacqueline Symons (CDTA Vice-President)

February may be short on days, but it's rich in meaning. Across Canada, the month includes Family Day (Feb 16th), Valentine's Day (Feb 14th), Lunar New Year (Feb 17th - Mar 3rd), Maha Shivaratri (Feb 15th), and Ramadan (Feb 17th - Mar 19th), offering opportunities to celebrate connection, care, and cultural traditions. February is also Black History Month, a time to honour the history, contributions, and ongoing leadership of Black Canadians, and to continue learning and reflecting on our collective responsibility for equity and justice. The month wraps up with Pink Shirt Day, a Canadian-born movement reminding us that kindness, inclusion, and standing up against bullying never go out of style.

For Black History Month Resources, please see the email sent by our wonderful new Racial Equity Support Teacher, Simmy Pahl, dated January 7th, 2026

Provincial Bargaining Update

by: Jacqueline Symons (CDTA Vice-President) & via the BCTF

On Wednesday, we received some positive news from the Provincial Bargaining Team. They shared that it has been busy days at the table under the new framework and that progress is being made on several proposals with the employer withdrawing most of their remaining concessions. This framework has a February 9th deadline, but both parties are ready to spend all five days this week at the bargaining table in order to finalize a tentative agreement.

Members are encouraged to visit the BCTF portal to stay up to date on the latest developments and next steps as we continue working toward a fair deal.

A big thank you to everyone who showed support during the Provincial Day of Action. It was lovely to see the photos coming in of site communities wearing red and walking in together. These seemingly small acts help build momentum and demonstrate solidarity. **Please keep the momentum up!** Congratulations to Robb Road Elementary, winner of our pizza lunch draw!



Carol Gordon (BCTF President) with members at the CDTA General Meeting



Staff at Courtenay Elementary



Staff at Isfeld Secondary



Staff at Royston Elementary



Staff at Aspen Elementary



Staff at Puntledge Elementary



Staff at Ecole Robb Road with staff from Ecole Coeur de l'Île

Examine Your Pay Stub

by: Shawn Holland (CDTA President)

Two of the most exciting emails I receive each month are my mid-month and end of month pay stubs. Maybe that says all the wrong things about me, but there is just that feeling of security when I see that I will be able to cover my expenses for the month, and that satisfaction of reimbursement for the hard work that I have put in. However, this should be an exercise that goes beyond personal self-satisfaction – it should also be an exercise of personal responsibility, awareness, and ensuring that there are no errors. While the district has an excellent payroll staff, sometimes mistakes are made that can be costly. Checking your pay stub should be a regular habit to ensure that your pay, deductions, and sick time are all what they should be. If you do notice anything, contact payroll right away, and if they are not able to support you, or if you are in conflict over what should or should not be there, please reach out to the office and we will help in whatever way we can.

1 Name, Address and Email

2 Category and Step Pay Period

3 Earnings:
Reg Salary: 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 Adjustment: 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 sav/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, employer pays 10%, employer pays 90%, (B.11.7)
Dental: Employer pays 85%, employee 15% (B.11.9)
Group Life: life insurance, employee pays 25%, employer 75% (B.11.5)
BCTF: 1.690% 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

Statistics Canada is hiring across Canada – join the 2026 Census team!

via: Shawn Holland (CDTA President)

Do you enjoy connecting with people? Want to contribute to your community? Statistics Canada is hiring for the #2026Census. These positions offer meaningful work that helps shape the future of communities across Canada.

Apply now at census.gc.ca/jobs.

CENSUS JOBS

Statistics Canada is hiring for the 2026 Census!

Pay is \$25.87/hr for non-supervisory positions and \$31.32/hr for supervisory positions

Apply today at census.gc.ca/jobs

Discretionary Days Explained

by: Jacqueline Symons (CDTA Vice-President) & Sarah Coull (Member at Large)

DISCRETIONARY DAYS EXPLAINED: PAID VS UNPAID



Paid Discretionary Days

3 days
for 1.0 FTE

For situations where a teacher needs a day off but doesn't have sufficient paid leave or doesn't qualify for other types of leave.

Part-time teachers are entitled to discretionary leave prorated to the fraction of time they teach.

Unpaid Discretionary Days

3 days

Subject to the educational needs of the district and the availability of a TTOC.

Part-time teachers are entitled to the same 3 days.

Unpaid days will affect pension (as contributions are not being made)



Cost Breakdown

Salary deducted at the cost of a TTOC

If **no** TTOC is required, the deduction is the base rate for a TTOC (Cat 4 Step 1)

If a TTOC **is** required, the deduction is dependent on the Cat and Step of the TTOC.



Cost Breakdown

Salary deducted at the daily rate of the teacher



Guidelines for both Paid and Unpaid Days

Leave should be taken when convenient to the operation of the school, but will not be unreasonably denied.

Leaves to extend school holidays may not be approved.

Discretionary leaves are not cumulative.

Discretionary leave needs to be approved by the superintendent or designate.

created by the CDTA

TTOC Corner

by: Meagan Roberge (TTOC Committee Chair)



Join the Mailing List

If you are a TTOC and would like to receive news and updates that are TTOC specific, please send an email to meagan.roberge@gmail.com

With bargaining being underway, although the possibility of job action seems unlikely, this is the best way for us to communicate information on how to apply for EI, how to get strike pay and what your responsibilities are during a work stoppage.

More than that however, it is a way to ask questions directly to your union rep, connect with other TTOC's and get information about what is happening in the district.

Laptop access for TTOC

Did you know that as a TTOC you can get a school laptop for the day? When you check-in at the office, ask where you can go to pick it up. These laptops have all the same programs and accessibility as a classroom teacher's, just login with your user name and password to access the COMOXSD wireless (not COMOXSD-guest). Open EDGE browser and click MY APPS. SORA can be found by searching SORA Comox Valley and selecting the first hit.

If you are having trouble, contact ithelpdesk@sd71.bc.ca and outline the problem, the school that you are at and that you are a TTOC for the day.

If no laptops are available, please let the TTOC Chair know by emailing meagan.roberge@gmail.com.

Things to look for in the upcoming weeks:

Each school will now have a sheet in the front of the TTOC binders/folders that lists the names, rooms and contact information for staff/unions reps, first aid attendants and wellness coordinators. If you get a folder/binder without this information, let me know.

On December 11th, 2025, the CDTA and HR sent out a joint letter on how to improve the call-out procedures for TTOC's. This information is being put into an infographic and will be displayed on the CDTA board at each school.

March 1st Deadline: Leaves, Downsizing, and Retirements

by: Shawn Holland (CDTA President)

The Board Office has sent out its usual email regarding the March 1st deadline for decisions around leaves, downsizing, and retirements. The district is expecting to be in a layoff situation again this year as we continue to navigate the shift of students from elementary to secondary requiring internal restructuring even if our overall numbers remain stable and knowing in advance of the staffing process what spaces may be available will be helpful not only to the district, but can also be helpful to those who are wanting to stay at a location or are looking for a place to land.

A few points to keep in mind about this process that may help with decision making:

- BCPSEA has withdrawn its concession from the bargaining table that would remove extended health benefits from anyone working less than 0.75.
- Anyone who is downsized (voluntarily or by having the least seniority) will be eligible to participate in the Expression of Interest round after rounds 1 & 2 (as well as rounds 1 & 2 themselves). It is hoped this will give those people the greatest selection of positions.
- While the district has asked for retirements by March 1st as this will help with the staffing process, you have until May 31st to retire in good standing. Retiring in good standing allows automatic placement on the TTOC list if requested.
- If you are going into the second year of a personal leave you will still have a position in the district, but not at your previous school.

If you have questions around this, feel free to reach out to HR or to us in the CDTA office.

Pro-D on The Go!

by: Jacqueline Symons (CDTA Vice-President)

I Am Black History (ITBC) - Our Stories, Our Voices

Looking to explore the rich history and contributions of Black Canadians? Tune in to I Am Black History (ITBC): Our Stories, Our Voices. Hosted by Donna Paris, this podcast shares untold stories of resilience, achievement, and culture, highlighting the people and moments that have shaped Canada's history. Each episode features voices from across the country, offering powerful insights into Black Canadian experiences both past and present. Tune in to learn, reflect, and celebrate the legacies that continue to inspire today.



Find it wherever you get your podcasts or at [THIS LINK](#).

This is a new segment of the newsletter. If you have any Pro-D on-the-go suggestions, please forward them to vicepres@cdta71.org