

Monthly Newsletter



September 2026 ♦



Here's what has happened in the last month and what's to come!

Welcome to the 2026-2027 school year! There's lots happening at the CDTA as things start back up; here's a quick peek at what's been going on and what's coming up.

This summer, 7 delegates and 2 Advisory Committee members from the CDTA headed to the BCTF Summer Conference where they attended sessions related to union work and education while building union solidarity with colleagues across the province.



Over the summer, the CDTA collaborated with DPAC executives to coordinate the upcoming trustee election

candidate forum.

Our first Executive meeting has now taken place, and we're looking forward to another year of advocating for better working and learning conditions for our members and students.

Looking ahead, we honour National Day for Truth and Reconciliation on September 30.

As we settle into the new school year, please remember to fill union roles at your school sites. Strong representation helps ensure that your voice is heard, concerns are addressed, and members have support when they need it.

In this ISSUE

[Choose Your Employer Day](#)

[Class Size and Composition](#)

[Staff Representatives](#)

[Opportunities for BIPOC Members](#)

[Assessment and Reporting Update](#)

[WorkSafeBC - Harassment & Violence and Psychological Health](#)

[Picnic in the Park is back](#)

IMPORTANT DATES

Sept 21st - Pro-D Day

Sept 23th - Staff Rep meeting via Zoom

Sept 29th - CDTA Picnic in the Park event

Sept 30th - National Day for Truth and Reconciliation

Oct 2-3th - BCTF Zone Meeting in Nanaimo

Oct 7th - Exec Planning Day

26 Days Until Choose Your Employer Day!

by: Teri Burgess (Political Action Chair)

Trustees decide: school district policies, annual budget, strategic plans and the hiring of the superintendent. These are important decisions that deeply impact our working and learning conditions.

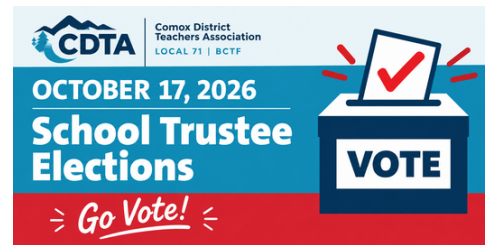
Colleagues, we have an important choice among three school trustee candidates in Courtenay in the October 17 municipal election. Please consider supporting both of these candidates:

Shannon Aldinger is an incumbent. She has tirelessly championed rights of all students and has worked productively with CDTA and executive and school district staff.

Kendall Packham has been a PAC member and a member of the District Parent Advisory Council.

A representative from the CDTA, the political action rep, sits on the local arm of the Canada Labour Congress (Campbell River, Courtenay, and District Labour Councils). That committee met to discuss questionnaires about labour relations, equity and environmental issues submitted by many candidates in the upcoming election. The committee recommends you consider the following candidates:

Courtenay Councillor: Wendy Morin, Evan Joliceur, Will Cole-Hamilton



Area C Councillor: Ariel Becherer
Courtenay School Trustee: Shannon Aldinger

(Omissions of good candidates may be because they did not submit a questionnaire.)

Want to learn more? Contact Teriburgess@hotmail.com

Mark your calendars

School Trustee Candidates Forum:

October 7th 6:30-8:30pm

GP Vanier Multipurpose Room.

Questions can be submitted to in advance to DPAC@sd71.bc.ca

I Teach, I Vote, I Win (Win Win)

Let's be sure to get out there and vote in record numbers. We have seen firsthand what an aligned, impassioned, and dedicated board of trustees can accomplish and we want the momentum to continue.

If you vote, you will be entered to win one of three prize draws. The school with the most members who voted per capita, will also win a pizza party. 😊 Ask your staff rep.



Class Size and Composition

by: Jacqueline Symons (CDTA Vice-President)

As we settle into the school year, it's important to review our rights and responsibilities around class size and composition. These provisions are central to ensuring that both students and teachers have the supports they need for meaningful teaching and learning.

Please take a moment to review Section IV of our Collective Agreement, which outlines language on class size and composition, as well as the included infographic that highlights the restored language specific to SD71.

While we see some shuffling of students in the first few weeks, classes need to be set by **September 30th**. If you notice concerns with your class size or composition, please connect with your school staff representative. If your school

CDTA 71 Restored Language At A Glance

Class Size

Class/Subject	Class Size	# of Students with Special Needs
Kindergarten	20	2*
Grades 1-3	22	2*
Split Primary	22	2*
Split	24	2*
Primary/Intermediate	29	2*
Grades 4-7 (Intermediate)	29	2*
Split Intermediate	27	2*
Grades 8-9	30	2*
Grade 10-12	30	† Jackson County students
Shop/Home Ec	24	+
Secondary Science/English	28	+
Special – Resource Room	12	No limit
Life Skills	10	No limit

* K-12 classes which include a student with special needs will always be kept under the class size maximum (No flex)

- † The District must make Best Efforts to ensure that classes created for September do not exceed maximums and that they are in compliance with maximums by Sept 30 or 21 days after the start of a new class.
- ‡ Remedy is given to teachers starting Oct 1 if maximums are exceeded and the district has made best effort to be in compliance by Sept 30.
- § Class size remedy can be accessed by up to 2 before remedy is given if there are no designated students in the class.
- ¶ Secondary teachers can teach no more than 210 students per year (Ratio of 100 Students in home classes = 3 = student)

Class Composition

Who Are "Students with Special Needs"?

Ministry Designated Students – Low Incidence

- 1 – Physically dependent
- 1 – Deaf and Blind
- 1 – Moderate to Severe Profound Intellectual Disability
- 1 – Physical Disabilities or Chronic Health Impair
- 1 – Visual Impairment
- 1 – Deaf / Hard of Hearing
- 1 – Autism Spectrum Disorder
- 1 – Intensive Behaviour
- 1 – Severe Communication Impairment – Severe speech, expressive language or receptive language impairment as determined by SLP in conjunction with a school psychologist and district team – Usually applies to primary students

† CDTPM staff are going to introduce in June 2019 use of ICD designation*

Who is NOT Included? (for class composition numbers)

- 1 – Mild Intellectual Disability
- 1 – Gifted
- 1 – Learning Disability
- 1 – Moderate Behaviour Support / Mental Illness

How are students identified?

- 1 – Referral to School Based Team

Referral for further assessment as determined by the SBT

The district shall provide in-service on an ongoing basis on the function and responsibilities of the SBT.

* This document is only a snapshot of the restored language. See the collection of pages for detailed information. <https://www.cdta71.org/2018/09/20/2018-2019-restored-language-at-a-glance/>

Non – Enrolling Staffing Formula

	District Ratio†
Teacher Librarian	1:702 students
Counselors	1:463 students
Learning Assistance	1:504 students
Special Ed Resource	1:333 students
ESL / LLL	1:58.5 students

- † Teacher such as Psychologists, SLPs, Teachers of hearing and visually impaired do not fit into any of these categories
- † Districts can combine categories for posting jobs to determine if they have hired enough FTE (e.g. LST's)

§ This number is not a ceiling number. It is only used to determine how much FTE needs to be hired district wide in each category. For example, a school with 2000 students does not get 1.3 FTE librarians because they have more than 702 students.

Prep to placement of students with special needs:

1. These must be consultation services involving district staff, parents / guardians, teachers and administrators.
2. Training and in-service during regular school hours.

September 2018

does not currently have a staff rep, you can reach out directly to myself or Shawn.

A reminder that remedy does not come into effect until after the September 30th date as administrators have until this date to make best efforts to bring classes into compliance with the class size and composition limits.

Staff Representatives

by: Shawn Holland (CDTA President)

We're looking forward to our first Staff Rep meeting of the school year which is scheduled for Wednesday, September 23rd, at 4 PM on Zoom. If your site has not elected their site-based Staff Rep(s) yet, please consider stepping into this important role yourself.

As always, the start of the school year brings a range of issues, and we welcome you to bring these forward as school concerns so we can address them together.

Main duties of the staff rep:

- Attend local staff rep meetings and liaise between local & school staff
- Hold meetings to report on local/BCTF activities and concerns
- Post information & policies
- Represent members in meetings with admin

A Staff Rep will not be expected to know all the answers -- help is always available from the CDTA office.

Opportunities for BIPOC Members

by: Jacqueline Symons (CDTA Vice-President)

The Federal Leadership Institute (FLI) is an intensive, multi-day training program organized by the BCTF specifically designed for local union officers and local executives. This year, it is being held in Kelowna on Nov 20-21st.

This is changing. The BCTF is making intentional efforts to ensure that IBPOC educators are present, heard, and leading at conferences. To make this possible, the Federation is asking for IBPOC members to put their names forward to join their locals. The BCTF aims to remove some barriers to participation for all by covering the costs of travel, meals, hotels, and childcare.

When IBPOC members attend, the entire Federation grows stronger, wiser, and more reflective of the communities we serve. That being said, there is no expectation around how you would like to participate; come and observe or jump in when you feel called.

Upcoming opportunities:

FLI in Kelowna - Nov 20-21st

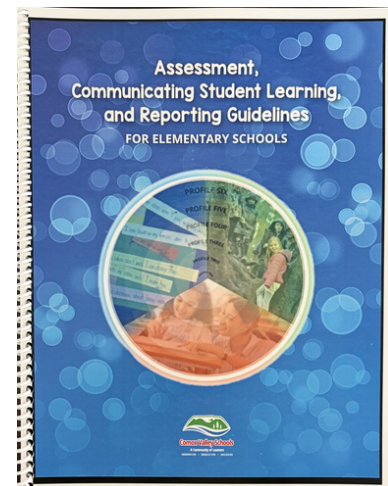
Spring Zones – April 16-17th

If you are interested in joining for either of the upcoming events or would like to be notified of future opportunities, please email the office at office71@cdta71.org

Assessment and Reporting Update

by: Jacqueline Symons (CDTA Vice-President)

Reporting has been an ongoing concern in our district, with members expressing frustration about the lack of clear guidelines and consistent direction. In response to these concerns, the Union has been working with the District to address these concerns. In response has developed an Assessment, Communicating Student Learning, and Reporting Guidelines handbook to provide greater clarity, consistency, and support for teachers.



We expect the handbook to be in members' hands by the beginning of October. We appreciate the time and effort that went into developing this resource and thank everyone who contributed to the process.

As always, we want to hear from you. Your feedback is important as we continue to identify areas where clearer direction and support are needed. Please share your experiences and feedback with us as you begin using the guidelines.

WorkSafeBC - Harassment & Violence and Psychological Health

by: Michael-Don Borason (Assistant Director - Health and Safety Specialist)

WorkSafeBC is accepting **feedback** on the proposed new language pertaining to Part 4.1 of the Occupational Health and Safety Regulation relating to Harassment and Violence, and Psychological Health and Safety. Feedback will be accepted until **October 9, 2026**.

All workers are invited to review the attached proposed regulatory amendments and then provide online feedback on the proposed new regulations to WorkSafeBC. You can make your submission on your own behalf or on behalf of your local. Your members can also make submissions on their own behalf as BC workers. The links below provide access to the online feedback forms for each topic:

[Harassment and Violence](#)

[Psychological Health and Safety](#)

This is an opportunity for teachers to let WorkSafeBC know if the new regulations will address their concerns about harassment and violence in schools and other public education workplaces. Feedback can include the impact of harassment and violence on teachers, including mental health injuries, and to what degree the new regulations address these concerns.

It is important that the education sector take this opportunity to let WorkSafeBC know the mental and physical health impacts of harassment and violence from students and other non-workers and our ideas for strengthening the proposed regulations.



Picnic in the Park is back

You are invited to a relaxing get-together to "kick off the school year". No agenda, no meetings - just good food and good company.

Where: Marina Park, Comox (covered gazebo area - lower field by the water park)

When: Tuesday, September 29th

Time: 3:30 – 5:30 pm

Join us for an afternoon of connection, laughter, and community. This is a wonderful opportunity to meet colleagues (both new and familiar) and get to know your CDTA Executive team.