

# Monthly Newsletter



October 2026 ♦



PHOTO BY: CRAIG SOROCHAN

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

September was a busy month, with school start up, our first Pro-D Day of the year, Terry Fox, National Truth and Reconciliation Day, and our CDTA start-up meetings.

Your 2026-2027 Executive met to plan out our goals for the year ahead. We had a full day of vibrant discussions that led to clear priorities. We look forward to sharing them with you at the upcoming Fall General meeting.

Members of the Executive also attended the BCTF Fall Zones in Nanaimo on October 1<sup>st</sup> and 2<sup>nd</sup>. Chairs gathered with their counterparts in locals across the island to discuss local issues, share ideas, and collaborate on shared challenges and initiatives.

On October 28<sup>th</sup>, the CDTA will be hosting it's Fall General Meeting. There are four vacant exec positions that will be up for election. If you are interested in learning more, please reach out and consider putting your name forward.

### YOUR 2026/2027 EXEC!!

| CDTA 2026-2027 CDTA ELECTED Executive & Committees |                                                                       |
|----------------------------------------------------|-----------------------------------------------------------------------|
| President                                          | Shawn Holland                                                         |
| Vice-President                                     | Jacqueline Symons                                                     |
| Secretary/Treasurer                                | Sarah Coull                                                           |
| 1 Local Rep to BCTF (even 2-year term)             | Michael Aldridge                                                      |
| 1 Local Rep to BCTF (odd 2-year term)              | Roger Vernon                                                          |
| Professional Development Chair                     | Doug David                                                            |
| Health & Safety Chair                              |                                                                       |
| TTOC Chair                                         | Meagan Roberge                                                        |
| Social Justice Chair                               |                                                                       |
| Indigenous Education Chair                         | Natasha Rankie                                                        |
| Public Ed Defence Chair                            | Teri Burgess                                                          |
| French Education Local Chair                       | Rachel Wellbourn                                                      |
| Member at Large                                    |                                                                       |
| Member at Large (Self-identifying as Racialized)   | Kraig Gallivan                                                        |
| Member at Large (Self-identifying as 2SLGBTQIA+)   | ---                                                                   |
| Member at Large (Self-identifying as Disabled)     | Sabrina Lorenz                                                        |
| Chair of Distance Education                        | Nicole Hamilton                                                       |
| Joint Pro-D Committee (5 positions)                | Alexis Sokolai, Lynn Swift, Nick Moore, Emily Krossen & Genevieve Eby |
| CDTA Alternate Meetings Chair                      | Michael Aldridge                                                      |
| CDTA Alternate Meetings Chair                      | Meagan Roberge                                                        |
| Contract Committee (4 positions)                   | Esther Bayles, Thea Black, Denise Anderson, Jennifer Hilbert          |
| Reporting Scrutineers                              | Hannah Slomp & Thea Black                                             |

### IMPORTANT DATES

Oct 17th - Municipal Election Day

Oct 21st - Staff Rep meeting

Oct 23rd - Provincial Pro-D Day

Oct 24<sup>th</sup> - Provincial Election DayOct 28<sup>th</sup> - Fall General Meeting

Nov 5th - Exec Meeting

Nov 11<sup>th</sup> - Remembrance DayNov 18<sup>th</sup> - Joint Pro-D Meeting

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# SD71 Workplace Incident Reporting Process

by: Jacqueline Symons (Vice-President)

## Step 1 When an Incident Occurs

Report all types of incidents immediately, (e.g., Near Miss, Injury, Workplace Violence, Bullying/Harassment, Property Damage, Ergonomics etc.)

**Step 2** Worker reports incidents to Supervisor within 24 hours. If you are feeling anxious take a friend with you.

**Step 3** For incidents (injuries) requiring First Aid Treatment, see the First Aid attendant who will record the First Aid treatment in Prismatic.

**Step 4** Worker reports incident in Prismatic within 24 hours or as soon as possible. (Select appropriate "Injury Severity" i.e. Near Miss/No Injury, First Aid/Minor Injury, Medical) If you are anxious ask your supervisor or staff rep to help you complete this.

**Step 5** Supervisor completes and submits Incident Investigation report – within 48 hours.

**Step 6** Medical Treatment and Time Loss incidents

\* Only incidents reported as medical treatment, time loss, or medical treatment with time loss are submitted to WSBC by employer on behalf of worker to initiate the claims process. You can contact WorkSafeBC at 1-888-WORKERS to begin the claims process yourself.

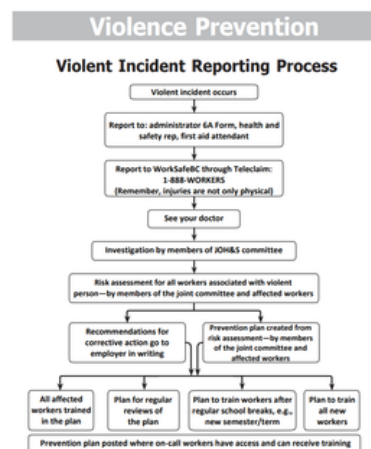
## Step 7 Healthcare Options

If you need immediate first aid /medical attention due to severity of injury, you must report the incident either simultaneously or immediately after receiving medical attention. Otherwise, report the injury before this step.

If your condition worsens and you receive medical treatment, **please update your Prismatic report** to reflect the new type of injury. Ex: A poke in the eye was reported as First Aid Minor injury but later an eye infection causes time off work. Change the type to Medical so that your time away is covered.

**What to report:** Any incident, including an accident, near miss, injury (including psychological injury), threat of violence, or occupational disease involving a BCTF member. 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.

[CDTA Health and Safety Page](#)



BCTF Health and Safety Handbook 2021

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# 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 SD71 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 SD71.

## Understanding and reviewing your Paystub

by: Jacqueline Symons (CDTA Vice-President)

Taking a few minutes to check your pay stub each pay period is a smart habit that helps you make sure you're being paid correctly and getting all the benefits you're owed. It's a simple way to double-check your wages, keep track of sick days and remedy, and make sure deductions for things like taxes, insurance, and pension contributions are correct. If there are any mistakes, catching them early makes it easier to get things fixed before they become bigger issues. Staying on top of your pay stub helps you stay informed and ensures you're getting the pay and benefits you deserve!

**1 Name, Address and Email**

**2 Category and Step Pay Period**

**3 Earnings:**  
Reg Salary:  
TSP Allowance: 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/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, employee pays 10%, employer pays 90% (B-11.7)  
Dental: Employer pays 85%, employee pays 15% (B-11.9)  
Group Life: Life insurance, employee pays 25%, employer 75% (B-11.5)  
BCFP: 1.690% of gross salary  
CDTA: 0.7% of gross salary  
SIP: Salary Indemnity Program 2.00% 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**

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## Additional delegates—Women's Institute

via BCTF newsletter

The BCTF will be hosting the Women's Institute in Vancouver on January 21 to 23, 2027, at the Coast Coal Harbour Hotel. This event centres on the experiences of women and welcomes members with equity-deserving gender identities, including cis and trans women, and non-binary and gender non-conforming people who are comfortable in sharing this experience. Each local can send one delegate to attend the event. Additional delegates who, in addition to identifying as a woman, are members of other equity-seeking groups or are in their first five years of teaching are invited to apply to attend.

[Read more and apply](#) for the Women's Institute. The application deadline is November 4, 2026, at 4:00 p.m. PCT.

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## 2027 New Teachers' Conference

via BCTF newsletter

The BCTF will host its New Teachers' Conference on **February 27, 2027**, at the Coast Coal Harbour Hotel in Vancouver. Designed for teachers and teachers teaching on call (TTOCs) in their first five years of teaching, as well as teacher candidates, this year's conference theme is **"The Unwritten Curriculum: Navigating the Realities of BC Classrooms."**

The BCTF are now accepting workshop proposals for the conference. Workshops are 75 minutes in length and may explore a wide range of topics, including literacy, social justice, technology, Indigenous education, work-life assessment, and inclusive education.

Submit your workshop proposal by October 30 [HERE](#)

You can also sign up for the [notification list](#) to be among the first to know when registration opens for the New Teachers' Conference. If you have any questions, please email [ntc@bctf.ca](mailto:ntc@bctf.ca).

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## BCTF Pension Seminar

via BCTF newsletter

Learn more about your financial future at the upcoming virtual BCTF Pension Seminar on Thursday, October 29, 2026, from 4:00 to 5:15 p.m. PCT via Zoom. This essential session for BC teachers covers how your pension is calculated, eligibility rules, and the step-by-step retirement application process. Whether you are nearing retirement or just planning ahead, you will gain critical insights into your pension options as well as important retirement considerations. Spaces are limited, so [register](#) online today.

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## Community Care Corner

by: Jacqueline Symons (CDTA Vice-President)



### Your Inbox Can Wait: Setting Boundaries After the Bell

If your email notifications are ringing through the night like a Halloween soundtrack, it's time to silence the spirits. Your inbox isn't a vampire, it can wait till morning light. Protecting our time outside of work does not reflect a lack of commitment; it's how we make this career sustainable. Here are a few simple practices to respect one another's time and keep (some) work from following us home:

*Put After-Hours Emails on Ice.* Turn off notifications outside contract hours or schedule emails to arrive the next morning. Just because an idea strikes at 10 p.m. does not mean the whole team needs to join the party.

*Keep Communication on the Official Channels.* Use district-approved platforms to communicate with students and families. Personal phone numbers, social media accounts, and messaging apps are not appropriate communication pathways and add additional risks.

*Let Your Auto-Reply Do the Talking.* Set clear expectations for when you check and respond to messages. A simple "I check email during regular work hours and aim to respond within 24-48hrs" is a reasonable way of managing expectations. No apology tour required.

We can be committed educators without being perpetually available educators. When we respect each other's boundaries, we help build a healthier workplace for everyone.

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## Pro-D on The Go!

by: Jacqueline Symons (CDTA Vice-President)

Leading Voices in Education is an acclaimed podcast created and hosted by Sundeep Chohan and Kristi Blakeway through Surrey Schools in British Columbia, Canada. The show brings together educators, principals, researchers, and community leaders to discuss inclusive practices, compassionate systems, and school leadership.

S3E3: Jenny Anderson - **Rethinking the Disengaged Teen**



In this episode of Leading Voices in Education, we sit down with award-winning journalist and author Jenny Anderson, co-author of *The Disengaged Teen*, for a thought-provoking conversation about why so many young people are disconnecting from school — and what educators, parents, and schools can do differently.

Listen to the episode [HERE](#) (Apple) or [HERE](#) (Spotify)

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