

NOSTA NEWS



NOSTA New Teacher Induction & Annual Open House!

We're thrilled to invite *all members* to our **New Teacher Induction and Annual NOSTA Open House!** Join us on **Monday, November 18, at any point between 3:00-5:00p.m.** at the NOSTA Office, located at **364 Ross St NE, Salmon Arm.**

NOSTA Teacher's Open House & "Meet & Greet" - November 18, 2024



We'll be providing appetizers and refreshments, so please help us plan by confirming your attendance through [this response form](#) or by scanning the QR code by Nov 10, 2024.

Staff Reps are encouraged to bring along any new teachers on their staff. This event is a wonderful chance to welcome new teachers, connect with colleagues, and strengthen our community ties.

Unused Remedy Funds Soon Available!

We're excited to announce that, following lengthy discussions, teachers with unused remedy from last year are now able to access it for the 2024-2025 school year. Here's a breakdown of how the unused remedy funds will be utilized (in order):

1. **Up to \$1,000 in Pro-D Funds:** Teachers with remedy remaining from last school year will receive up to \$1,000 transferred into their personal Professional Development (Pro-D) accounts. You can use these funds to pursue activities or learning opportunities that are approved through the usual Pro-D process outlined in our collective agreement. This is a great opportunity for teachers to advance their professional growth!
2. **ADST Teachers Only – Consumable Account:** Teachers of Applied Skills and Arts Education (subjects within BC's curriculum definition) will have up to \$3,000 for consumable classroom supplies, similar to last year. All expenses must be supported by receipts submitted to the district by March 31, 2025.
3. **Remaining Remedy Rolled Over as Minutes:** Any remaining unused remedy funds not allocated in the above ways will be rolled over as remedy time, allowing you to use the time to support your working conditions throughout the 2024-2025 school year.

Staff Union Rep Training (SURT) Update

Staff Union Rep Training provides an essential opportunity for our union reps to deepen their understanding of the rights, resources, and processes that support members in their roles. It's also a chance to connect with colleagues, share best practices, and enhance skills in areas like conflict resolution, member support, and workplace safety. For more information on the purpose of SURT, you can visit the [BCTF's training information page](#).

NOSTA has successfully offered three SURT sessions so far this year, providing valuable training and resources to help our reps effectively advocate for members' rights. We're also excited to announce that we have confirmed a **Health and Safety SURT** scheduled for **December 11**. This upcoming session will focus on equipping our School Based Health and Safety reps with the knowledge and tools they need to support a safe working environment for all.

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Pooled Remedy Funds for Additional Support:

Remaining remedy from 2021-2023 has also been pooled in an account at the NOSTA office to support teachers who accrued little or no remedy (less than a day per month) during the 2023-2024 school year. This includes many K-3 teachers, itinerant teachers, non-enrolling staff, and French Immersion teachers. These pooled funds can soon be accessed to support classroom consumable purchases, with an online **pre-approval form** available on the NOSTA website by the middle of November.

This initiative ensures that essential resources are available for all teachers, providing more equitable access to classroom materials and support. Once the online form and information page go live, we will be sending out more information through Staff Reps. We're pleased to have these resources available to help support your classroom needs and working conditions

In addition, as discussed at the October General Meeting, a small portion of the pooled Remedy funds have been used to again secure 20 additional TOC days for Teacher Librarians who do prep. These days allow the Teacher Librarians to work on inventory and administrative library tasks that are required for their job but has been made much more difficult by the addition of prep time to the role of a Teacher Librarian.

Appendix 2 (Local Matters) Adapted

The following is a current list of topics that locals and school districts can bargain locally.

Local Bargaining Begins November 6!

We're entering an important phase for NOSTA as Local Bargaining is set to kick off on **November 6, 2024**. This round of bargaining, focused on local issues, will continue until February 28, 2025, with the Provincial Bargaining Table scheduled to open on March 1, 2025.

The bargaining team for this round includes a group of dedicated and experienced members:

Doug Brown from PVSS, our Bargaining Chair, brings extensive bargaining experience to the table. Janet Gillis, Kyla Hadden, Noah Ralston, and Jessa Clark join Doug in working to represent the interests and needs of our members.

A Local Bargaining Survey was recently distributed through Staff Reps to gather feedback directly from teachers. The input from this survey is now being compiled and will be

Section A	Section E
<ul style="list-style-type: none">• Recognition of Union• Access to Worksite• Use of School Facilities• Bulletin Boards• Internal Mail• Access to Information• Picket Line Protection• Local Dues Deduction• Teachers' Assistants• Right to Representation• Staff Orientation• Copy of Agreement	<ul style="list-style-type: none">• Posting and Filling Vacant Positions<ul style="list-style-type: none">– Board Initiated Transfers/ Involuntary Transfers– Creation of New Positions– General Provisions for Transfer– Teacher Initiated Transfer - Voluntary– School Reorganization– Board Initiated Transfers, Involuntary Transfers– Staff Reductions - Transfers [not lay-off]– Job Description• Personnel Files• School Act Appeals• No Discrimination• Race Relations/Multiculturalism• Gender Equity• Parental Complaints• Board Policy
Section B	Section F
<ul style="list-style-type: none">• Purchase Plans for Equipment• Payroll Deductions• Employee Donations for Income Tax Purposes	<ul style="list-style-type: none">• Professional Development Committee<ul style="list-style-type: none">– as related to control/process• First Nations Curriculum• Women's Studies• Committees<ul style="list-style-type: none">– Committee Professional Relations– Parent Advisory Council– Joint Studies, Liaison– Employment Relations Committee• Fund Raising• Classroom Expenses<ul style="list-style-type: none">– Reimbursement for Classroom Materials Paid by Teachers• Banked Time Plan• Committee - Leave of Absence• Long Term Personal Leave• Local Extended Maternity/Parental Leave/Parenthood (or their equivalent) [unpaid]*
Section C	
<ul style="list-style-type: none">• Layoff-Recall• Part-Time Teachers' Employment Rights<ul style="list-style-type: none">– Job Sharing	
Section D	
<ul style="list-style-type: none">• Extracurricular Activities• Staff Meetings• Health and Safety• Health and Safety Committee• Hazardous Materials (WHMIS)• Student Medication and Medical Procedures• Local Involvement in Board Budget Process• Teacher Involvement in Planning New Schools• Space and Facilities• Inner City Schools• Services to Teachers - Translation	
	<p><small>NOTE: Other unpaid leaves from Previous Local Agreements not otherwise contained in Appendix 1 are deemed to be part of Appendix 2 (Local Matters).</small></p>

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essential in shaping the new language proposals put forward at the bargaining table.

For those interested in learning more about the division of topics between the local and provincial bargaining tables, **Provincial Letter of Understanding #1** provides a clear outline. You can find this in the collective agreement on the NOSTA website at nosta83.com/collective-agreement. The picture above also outlines the topics that can be bargained at the local table.

Stay tuned for updates as we make progress in the bargaining process and thank you to everyone who shared their input in the survey—your voices are critical in shaping our collective future!

Salmon Arm (and area) School Reconfiguration

At their October Board meeting, the SD83 Board of Education decided to delay the vote on whether to adopt a two or three high school model. It's anticipated that the final decision will be made at the Board Meeting on November 19th.

Once the Board makes its decision, NOSTA, along with other rights holders (CUPE, DPAC, etc), will meet with District Staff to work together to develop a plan for moving students and staff in a way that aligns with the Boards' chosen model. NOSTA will be working with all affected schools to ensure a process that is fair and respects the spirit of our current collective agreement provisions.

We'll continue to provide updates on this important decision and will work closely with members to support a smooth transition process.

SD83 Name Change: K'w'saltk'néws ne Secwepemcúl'ecw

At the September 2024 Board meeting, Darrell Jones, representing the Quelmúcw Education Council, presented the Board with a new name, gifted by Elder Lucy Williams. They shared the name's significance, highlighting its deep cultural and historical meaning for the Secwépemc community.

In response, the NOSTA Executive is exploring options and interest for a **potential** name change. Once more discussion has happened we'll consult with members, with a final decision to be made at an upcoming General Meeting.