

NOSTA NEWS



Premier David Eby answering questions from BCTF president Carol Gordon during the BCTF AGM

Welcome Back!

May we all be well-rested and ready to gear up for the home stretch!

A huge shout-out to those individuals willing to give up a slice of their spring break to participate in the BCTF's AGM. There were lots of engaging debates, and several new motions were passed to strengthen our union and advocate for members' interests. One highlight from the AGM was Carol Gordan's excellent interview with David Eby. She did a fantastic job asking the tough questions, including why the province continues to fund private schools. While David Eby emphasized the importance of parent choice, he also acknowledged that this funding is something that could be revisited and examined more closely in the future.

As we move into **April** with a new four-year contract in place, there were plenty of sighs of relief around the table. We secured some excellent gains for working conditions, and we've also made inroads that will help us continue bargaining for further improvements in the years to come. Look for your retroactive raise coming soon from payroll.

This edition of the newsletter also focuses on answering some burning member questions that have been popping up.

As always, our collective agreement is available on the NOSTA website for your viewing pleasure, so you can see firsthand the framework that supports our rights, responsibilities, and working conditions.

In this newsletter you can find:

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TTOC Experience

Let's buckle up and take a little look at Article C.4! This article looks specifically at the experience needed for TTOC's to move up on the payscale in terms of years of service. As a TTOC you are given 1 day of experience for each full-time day you work. 170 days is equal to one year of experience. Once you accrue your 170 days, you will be **showered(s)** into the next experience step the first of the next month! Take note! If you've transferred from another district, your TTOC experience from that district is transferable to your new district! If you take a temporary contract, that also contributes to your experience, and you can combine your ttoc experience

and your contract experience to count towards your experience! This can be done November 15th and June 30th but doesn't automatically happen.

For a fabulous infograph please check the QR code, or head on down to the NOSTA website to take a look!



Surplus (Article E.22)

If your school has declining enrollment for next school year, a special meeting will be called by your principal by May 15. You **may** choose to take a surplus voluntarily if you know there is a position that you would like coming up at another school.

If no one volunteers as the surplus tribute, or if no one is retiring, taking a leave, or choosing to share an assignment, then the teacher with the lowest seniority will be given surplus. If you have any questions about the process, reach out to NOSTA.

Layoffs (Article C.20)

So, what's the difference between a surplus and a layoff you ask? Well, a surplus concerns one particular site, but layoffs affect multiple teachers at various sites. Layoffs can be related to budgetary, organizational, or even educational purposes.

If you receive a layoff, you move from the Continuing band to the Layoff band.

Keep **bringing** your questions around Layoff and Surplus to us at the NOSTA office, as each situation is unique.

Hiring Bands

Let's dive a bit deeper into the inner workings of SD 83's band hiring system!

Teachers apply for positions from a specific band (see right) and interview against other applicants in the same band (aside from Layoff).

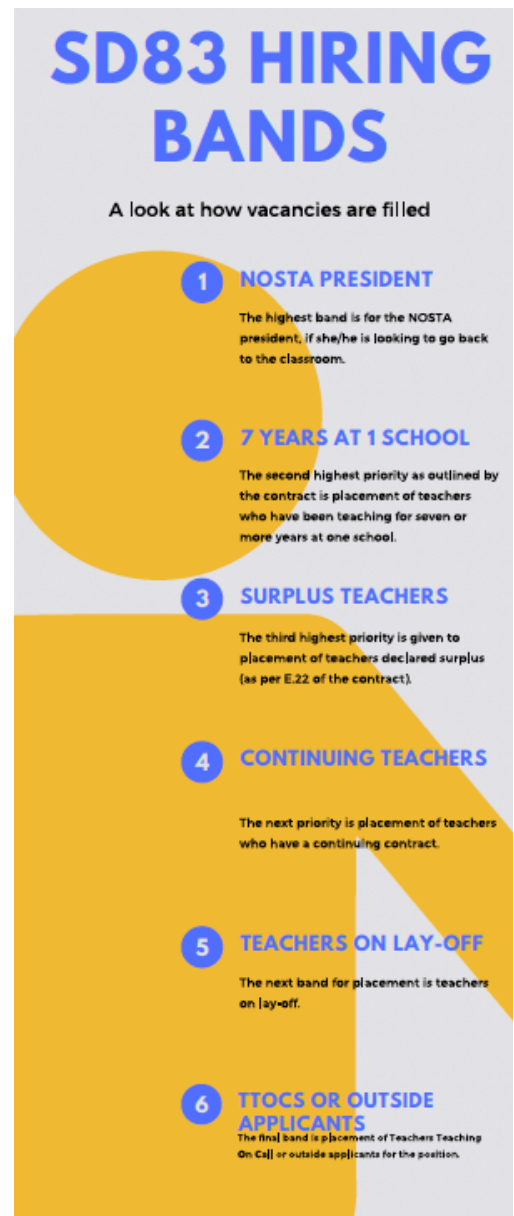
Within each band, seniority plays a role in determining the candidates interviewed along with other necessary qualifications that are identified in Article C.20.1 of our Collective Agreement.

Teach n' Trowel

Want to start some **flowers**?

[Sign up here](#) for our next Teach n'; Trowel at the NOSTA office. April 21st at 4:30.

Soil and some planting containers provided!



Teaching Assignments

Even if you stay at the same school from year to year, your teaching assignment might shift, and it's all part of a collective agreement process. Administrators weigh many factors when making these decisions, including student needs, class composition, and how to best support learning for every student.

They also consider teacher qualifications, experience, and strengths to ensure that educators are matched with assignments where they can have the greatest impact.

On top of that, school and program requirements, enrollment changes, and overall workload balance all play a role in shaping each year's teaching map. While teachers may have the opportunity to share their preferences, the ultimate goal is always to create a thoughtful, fair, and dynamic learning environment that benefits both students and staff. Talk with your school staff rep or the NOSTA office if you have questions about assignment changes.

DIGITAL SATURDAY SERIES

FOR NEW TEACHERS & TTOCS

FREE FOR MEMBERS

PICK 1 WORKSHOP PER SESSION

9:30 – 11:30 AM VIA ZOOM

APRIL 4

A) "Math Chats and Fun for Middle Year Classes" with BCAMT

B) "Yikes, I Have to Teach Elementary P.E.?!?" with BCPHE

C) "How Teacher-Librarians Can Support New Teachers" with BCTLA

D) "Roles and Responsibilities of Learning Support Teachers" with LATABC

MAY 2

A) "Instructional Routines For Elementary Mathematics"

B) "Yikes, I Have to Teach Middle Years Drama?" with ABCDE

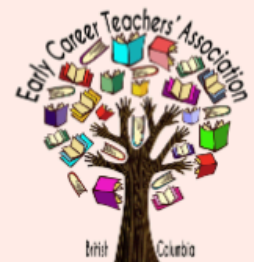
C) "Effective lessons for Secondary Art" with BCATA

JUNE 6

A) "Work-Life Wellness for New Teachers" with BCECTA

B) "Instructional Routines for K-8" with BCECTA

+ BCECTA Annual General Meeting, Elections



REGISTER / BECOME A MEMBER TODAY!

www.bcecta.com/conference