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March is here, and with report cards (mostly!) behind us, there's a fresh sense of momentum in the air. We're excited to share that we now have a tentative new contract in place! woohoo! It was wonderful to gather at our recent GM, where Carol Gordon, President of the British Columbia Teachers' Federation, joined us to walk through the details and answer questions about the agreement. Be sure to check the member portal for more information, and stay tuned for upcoming voting details.

The snowball Social had a fabulous turnout this year as well! It was lovely seeing everyone **dancing**, and we can't wait to do it again next year!

With spring and **daffodils** on the horizon, why not take the time to check out Teach and Trowel? The next day is March 12th. Just scan the QR code to get your name on the list!



RECONFIGURATION UPDATE

After much planning, thoughtful conversations, and behind-the-scenes work, predicted postings were released on February 27. These postings are open to affected teachers only, close on March 6, **and** we are hopeful they will be filled by Spring Break.

We know this reconfiguration process has been some time in the making, and for many, it has felt uncertain and heavy. Change can stretch us in big ways. Please know that care, advocacy, and attention have been at the heart of this work every step of the way.

If you are an affected teacher, we encourage you to review the postings carefully and refer back to the LOU available on our website for guidance and clarity.

As we move through this next stage, let's continue to support one another, ask questions, and remember that even in seasons of change, we are stronger together.

Security Training

🌐 A friendly reminder that required security training is not to be completed on your own time. Time should be provided during staff meetings.

If you are a TTOC or a staff member who does not work on Tuesdays, please connect with your administrator to arrange an alternate time to complete the training during your work hours.

Your time matters!



Non-Enrolling Teachers → Get those TTOC's!

Non-enrolling teachers should be booking a TTOC on any day they are away. Calling for a TTOC helps ensure students continue to receive the proper supports and services they rely on.

Please be sure to arrange coverage when you're absent as it makes a real difference for students and schools. You are entitled to a TTOC as outlined in our Collective Agreement!

Room Clear Tracker

If a room clear occurs, please remember to complete the Room Clear Tracker. Accurate tracking helps us document patterns, advocate for supports, and ensure everyone's safety. Thank you for taking a few minutes to record these incidents.



First Aid Volunteers

We truly appreciate the generosity of members who are willing to step up and help. However, please remember that first aid positions in our schools are paid CUPE roles. When teachers volunteer to provide first aid coverage, it can take that time away from a CUPE colleague.

In addition, assuming first aid responsibilities may carry liability considerations and can pull teachers away from their assigned instructional or professional duties. While the willingness to help speaks to the care in our schools, it's important that we respect established roles and ensure that paid positions remain protected. Thank you for your understanding and solidarity.

Sick Leave for TTOC's

We're zooming back in time to explore an important update for our terrific TTOCs! Thanks to a decision by Arbitrator John Hall, Teachers Teaching on Call may be eligible to claim paid sick leave under the Employment Standards Act if they were offered a job but couldn't accept it due to illness or injury.

This special retroactive claim applies to the period from April 1, 2022 to June 30, 2024. That means if you were called for an assignment during that time and would have said "Yes!", but your body said "Rest!", you may be able to submit a claim.

To be eligible, TTOCs must:

- Have been employed by School District No. 83 for at least 90 days before the date claimed.
- Have worked at least once in the 30 days before **the** sick day.
- Not have already used five paid sick days in that calendar year.
- Be able to provide reasonably sufficient proof of illness or injury if requested.

The claim form must be submitted to the district, and, as always, honesty and careful documentation are key to a smooth ride!

So grab your paperwork and check those dates!

The Great C4 Adventure: Making Sense of Your Teaching Experience

Calling all TTOC's! Check out a fantastic resource from the British Columbia Teachers' Federation called Understanding C4. It makes learning about experience credit a **breeze!**

Ever wondered how your TTOC days magically add up toward grid movement? Or when the right moment might be to transfer that experience into your contract? This guide breaks down the adventure of Article C.4 in a clear, empowering way so you can chart your own course through salary progression and professional growth.

Hop aboard and take a look at the full Understanding C4 document on the NOSTA website to learn more!



Calling Curious Minds & Budget Explorers!

Ready to peek behind the curtain and see how our district dollars support student learning? The Board of Education of SD83 has a Budget Advisory Committee (as outlined **in** Article A.5 of our Collective Agreement), and NOSTA is inviting one member to join the Local President in representing teachers at the table!

This committee advises the Board on how the operating budget is allocated, shares insight on new priorities and emerging opportunities, and helps communicate financial decisions across the district. It's a chance to ask big questions, think boldly about student needs, and help shape the future of our schools.

There will be at least three after-school meetings between March and May, plus possible planning meetings with NOSTA (dates TBD).

If you're ready to roll up your sleeves and dive into the world of educational finance, submit your application by February 26, 2026!



Assessment Days (F.22)

Under our Collective Agreement, teachers in grades K-4 can access two (2) assessment days per year. In recognition of the changing nature of assessment and reporting, and keeping in line with past practise, the District has confirmed that teachers can request these day at any point during the school year, not just in the 1st and 2nd reporting periods as written in the CA. It should be noted that if there is a shortage of TTOCs that day, this is one of the first leaves that would be cancelled.

Failure to Fill

We are seeing a few failure to fill issues popping up around the district due to an increase in absences. If your school is short on TTOCs, the first person who should be tasked with filling the absence, barring an emergency, should be principals and vice-principals. If that is not an option, non-enrolling teachers would then be asked to fill. Pulling teachers' prep should be the last line of defence. If you are asked to fill-in in an emergency, that time should be returned to you in a timely manner though TTOC time. It's best to send an email to your admin any time you're pulled as a way to keep track of the time.

Upcoming Events:

- March 2-4 - BCTF Ratification vote
- March 12 - Teach n' Trowel @ NOSTA
- March 14-17 - BCTF AGM
- March 14-29 - Spring Break!

We're
fluttering into
Spring Break
in:



Congratulations to Jaime Russell, last month's winner!
Don't forget to e-mail Deb when you find this month's clues!