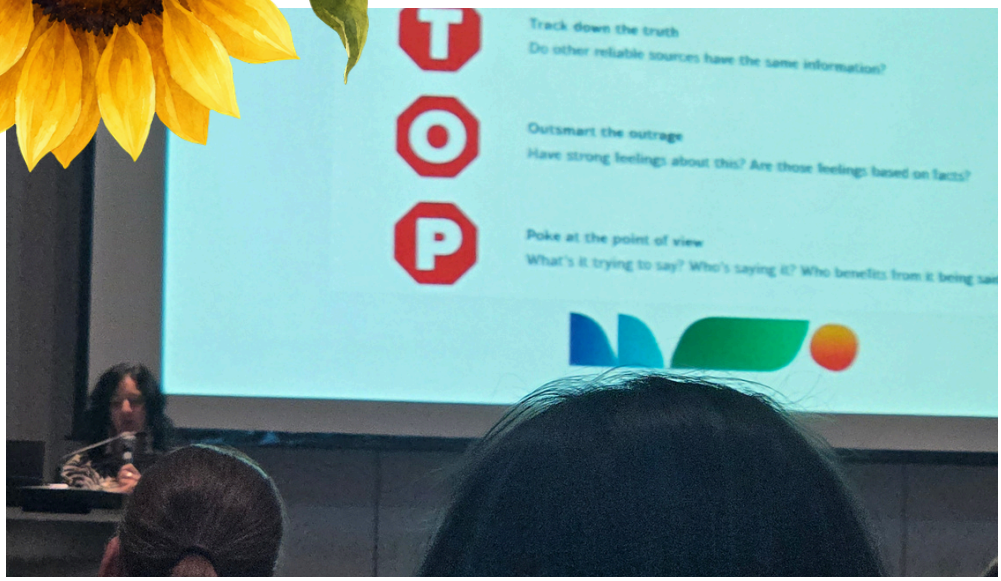
Volume 2. Issue 1

September 2026

NOSTA NEWS



In this Newsletter You will Find:

- Welcome Back Letter
- Paystub Refresher
- Pro D Forms Online
- New Language
- Helpful Links

Welcome Back Adventurers!

We hope everyone had a wonderful, restful break filled with sunshine, family, and a little time to recharge those batteries! As we head into a brand-new school year, our thoughts are also with **every**one who has been affected by the devastating wildfires across our province.

A huge thank you to our Executive members who spent a week down at UBC learning, connecting, and diving into the ins and outs of our union. There was lots to learn and lots to discuss!

We were also lucky to have Kasari Govender, BC's Human Rights Commissioner, kick things off with a fantastic session on the spread of misinformation. Want to put your own detective skills to the test? Check out the QR code on the Resource Page for information about the STOP acronym, along with a few quizzes to get you thinking about how we recognize and respond to misinformation.

This year's Start-Up is taking a bit of a different route! Instead of spending the entire day in meetings, we have the afternoon to meet with our school teams and collaborate.

And we want to hear from you!

What worked? What did you love? What would you change? Think of this as our chance to map out the next adventure together.

As we jump into another school year, we're looking forward to learning, advocating, supporting one another, and navigating whatever exciting twists and turns come our way!

Here's to a fantastic year of learning, laughter, and **adventure.**

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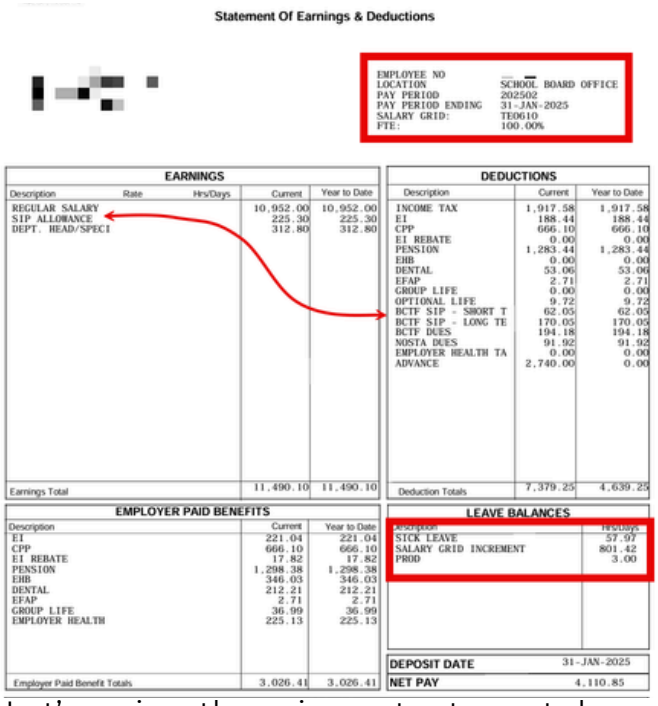
Your Paystub FAQ



Statement Of Earnings & Deductions

EMPLOYEE NO	
LOCATION	SCHOOL BOARD OFFICE
PAY PERIOD	202502
PAY PERIOD ENDING	31-JAN-2025
SALARY GRID:	TE0610
FTE:	100.00%

EARNINGS

Description	Rate	Hrs/Days	Current	Year to Date
REGULAR SALARY			10,952.00	10,952.00
SIP ALLOWANCE			225.30	225.30
DEPT. HEAD/SPECI			312.80	312.80
Earnings Total			11,490.10	11,490.10

DEDUCTIONS

Description	Current	Year to Date
INCOME TAX	1,917.58	1,917.58
EI	188.44	188.44
CPP	666.10	666.10
EI REBATE	0.00	0.00
PENSION	1,283.44	1,283.44
EHB	0.00	0.00
DENTAL	53.06	53.06
EFAP	2.71	2.71
GROUP LIFE	0.00	0.00
OPTIONAL LIFE	9.72	9.72
BCTF SIP - SHORT T	62.05	62.05
BCTF SIP - LONG TE	170.05	170.05
BCTF DUES	194.18	194.18
NOSTA DUES	91.92	91.92
EMPLOYER HEALTH TA	0.00	0.00
ADVANCE	2,740.00	0.00
Deduction Totals	7,379.25	4,639.25

EMPLOYER PAID BENEFITS

Description	Current	Year to Date
EI	221.04	221.04
CPP	666.10	666.10
EI REBATE	17.82	17.82
PENSION	1,298.38	1,298.38
EHB	346.03	346.03
DENTAL	212.21	212.21
EFAP	2.71	2.71
GROUP LIFE	36.99	36.99
EMPLOYER HEALTH	225.13	225.13
Employer Paid Benefit Totals	3,026.41	3,026.41

LEAVE BALANCES

Description	Hrs/Days
SICK LEAVE	57.97
SALARY GRID INCREMENT	801.42
PROD	3.00

DEPOSIT DATE	31-JAN-2025
NET PAY	4,110.85

Let's review those important paystub details. Make sure to give it a good once over at the start of the year to make sure your category and FTE are correct! At the top of your statement you'll see your name, position, and pay period.

You'll also find the heading "Salary Grid". Make sure yours is correct! Your step will be first, followed by your years teaching. For example, TE0506 would be scale 5 year 6. Under Earnings, you'll find your salary, any extra pay, and stipends.
The Deductions column is where taxes, pension, union dues, and benefits live. Balance that out with the Employer Contributions, which show what the district is pitching in for your benefits and pension. The Year-to-Date totals help you keep track of how much you've earned and contributed, and finally, Net Pay, the actual amount that shows up in your bank account.
In the bottom right **corner** you will see info about how many sick days and Personal Pro-D Days you have available. Salary grid placement shows how many days until your next increase. Once you hit year 10, this number just keeps growing.

Online = Ontime!

In an effort to get you your money with limited **(a)waits**, NOSTA has created.... ONLINE
PRO D SUBMISSION FORMS!

You can access from a computer or mobile.
A few tips/tricks to get started:

- You will need to agree to the Adobe Terms and Conditions before being able to type into any fields.
- There is an attachment button for each reimbursement line. Receipts are required. *(Mobile devices will allow you to take pictures in real time.)*
- Anything with an asterisk is required.
- If any travel is being claimed, you must provide documentation to show the location, date, time, description etc. There is a spot to attach this in the Activity Details.
- When you click submit, a confirmation email is sent to the email address you provided. The form is NOT complete until you go into your email and verify your email address.
- Your Pro-D rep at your school is familiar with the new form and can do their best to help with any questions.

You can also email president@nosta83.com or call the office with any additional questions.

WorkSafe BC - Feedback Request

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 and NOSTA will also be submitting feedback. The links below provide access to the proposed policy as well as 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.

Roles and Responsibilites of Teachers and EA's - Updated Handbook

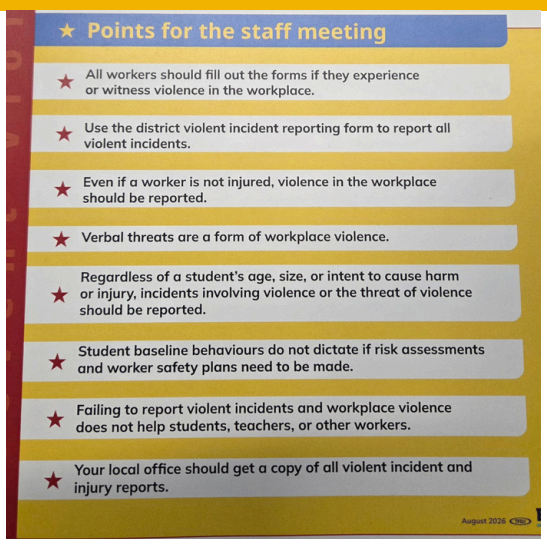
The BCTF and CUPE BC have jointly released a new resource, Roles and Responsibilities of Teachers and Education Assistants, designed to support effective collaboration in BC classrooms.

Teachers and education assistants play a critical role in supporting students with complex learning needs. This guide recognizes the importance of this partnership and provides clear, shared guidelines to help both groups understand their respective roles and responsibilities. It complements existing legislation, policy, and collective agreement language while reinforcing our common goal: supporting the academic, social, and emotional growth of students.

Developed through collaboration between teachers, education assistants, union leaders, and staff, the guide highlights the value of respectful professional relationships and teamwork in our schools. By working together effectively, we not only enhance student success but also model the co-operation and respect we hope to foster in our learning communities.

The BCTF and CUPE BC encourage all members to review the guide and use it as a resource to strengthen collaboration and support positive learning environments for all students.

SOME NEW LANGUAGE!



★ Points for the staff meeting

- ★ All workers should fill out the forms if they experience or witness violence in the workplace.
- ★ Use the district violent incident reporting form to report all violent incidents.
- ★ Even if a worker is not injured, violence in the workplace should be reported.
- ★ Verbal threats are a form of workplace violence.
- ★ Regardless of a student's age, size, or intent to cause harm or injury, incidents involving violence or the threat of violence should be reported.
- ★ Student baseline behaviours do not dictate if risk assessments and worker safety plans need to be made.
- ★ Failing to report violent incidents and workplace violence does not help students, teachers, or other workers.
- ★ Your local office should get a copy of all violent incident and injury reports.

August 2026

Article E.3: Violence Prevention in the Workplace was added to our collective agreement! Principals **around** the district should be reviewing this new agreement with staff. Here's a snapshot for your perusal to make sure that you have all the information. Please make sure you know where your reporting forms are kept, and do loop in our CUPE staff! Article E.2 of our collective agreement also saw changes whereby the person who has experienced harassment is able to request the inquirer be of a demographic that they feel comfortable working with!

HELPFUL LINKS

Misinformation Information

Terry Fox Lesson Plans

BCTF Indigenous Resources

Orange Shirt Day Resources

UPCOMING EVENTS

September 8th - Inservice Day
September 9th- Half Day
September 14th - Staff Rep Meeting (NOSTA office)
September 21st - Pro D Day (Site)
September 30th - National Day T&R

UP NEXT?

Burning Questions? Resources to share? Inspiring stories? Drop us a line! We'd love to add it into our newsletter. E-mail saralynn@hotmail.ca