

STA Examiner

Surrey Teachers' Association

www.surreyteachers.org

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Welcome Back!

On behalf of the Surrey Teachers' Association, I'd like to welcome all of you back to school. We hope that you have enjoyed your summer whether you stayed home or traveled afar. Certainly those of us who stayed in Vancouver had little to complain about as we were treated to an incredible summer of sunshine and heat. I personally didn't travel very far out of town and think I spent more time than ever swimming in local lakes and the ocean. When I wasn't swimming, I was tinkering with bikes in my basement, nurturing my square foot garden, and playing tennis at the local community centre. Although it wasn't the most action-packed summer, spending time at home really made me feel like a part of my neighbourhood. Rebuilding a sense of local community has been on my mind and I've been thinking a lot about how the STA can work to achieve this here in Surrey.



Denise Moffatt

The Executive Committee hit the books in late August as many of us attended the BCTF Summer Conference. Then we were off to the Executive retreat and planning session. I was hoping for a quieter year to focus on local initiatives after last year's back to back elections and campaigns, but budget cutbacks will likely mean many challenges ahead. If you haven't heard, in particular two cuts will affect Surrey, the increase to MSP premiums and the cut to the facilities maintenance grant mean more than \$8 million out of the coffers. The specific effects of these cuts will better come to light over the next few weeks. Certainly this is more bad news for our students.

On the other hand the government made a stunning announcement regarding all day kindergarten promising full implementation by the fall of 2011. It is amazing that they are expanding services when they have failed to adequately fund the services we already provide. The Ministry is holding a seminar in early October to discuss implementation with District and Union representatives.

In terms of our Association, the year ahead will be one to regroup and lay the ground work for bargaining in 2011. We need to examine our local priorities, the effectiveness of our current bargaining structure and to find new ways to communicate with members. With this in mind, the STA Executive Committee has recommended a set of objectives for the year ahead:

- To increase membership involvement
- To prepare for the next round of bargaining in 2011
- To advocate for professional autonomy
- To act as agents of positive change in our community

As always we look forward to your input and suggestions in how we can reach these goals. Specific action plans are under development and will be refined over the upcoming weeks.

Again, welcome back. Thank you for the work you do and we look forward to serving you over the next school year.

REMINDER: Please elect your:

- ◆ Staff rep(s)
- ◆ School Pro-D chairperson
- ◆ Health & Safety rep, and
- ◆ Staff committee

BCTF Handbook for Teachers on Call and New Teachers is available at:

<http://www.bctf.ca/uploadedFiles/Public/NewTeachers/handbook.pdf>

Volunteer & Committee Opportunities

District Advisory Committees

There are a number of District Committees to which the STA appoints representatives. There are still some committees with spaces left. We are inviting anyone who is interested in sitting on one of the District Advisory Committees to complete and send in a District Committee Application Form. District Committees function as advisory bodies, where input from various interested parties is desirable. Any STA member sitting on a District Committee must be appointed by the STA Executive and is expected to forward minutes, etc. to the Executive. Committee members are also expected to abide by BCTF/STA policies and procedures.

Following is a list of District Advisory Committees with vacancies. If you wish to put your name forward, forms can be downloaded from the STA website - www.surreyteachers.org or you can call the STA office at 604-594-5353 and a form will be faxed to you.

Committees	Vacancies
Aboriginal	1
Discovery	2
District Health & Safety Committee	2
Information Communication Technology	3
Integrated Studies	2
Intensive Fine Arts	2
Inter-A	1
International Baccalaureate	2
Joint Salary Review	2
Learning Resources/Library	* see below
Montessori Advisory	1
PP/CAPP	2
School Meal Advisory	1
Traditional School	2
* Elementary: 1 Fr. TL, 1 Eng. TL, 1 Eng. Teacher	
Secondary: 1TL, 1 Eng. Teacher	

STA Standing Committees

The backbone of every successful organization is the input and participation it receives from its membership. One of the ways that members can influence STA policy is through committees. Committees can have both an action role and an advisory role with the ability to make recommendations to the executive committee. Elections have taken place for the 2009-10 year, but we still have some vacancies. Therefore, the Executive Committee will be making appointment to these committees throughout the year. Also if you would like to check out one of the committees before you make a commitment, look at the STA calendar at the back of this bulletin for scheduled meeting times. For the 2009/10 school year the following committees have vacancies. If you would like to be involved, please submit your name to Lorna Sheh via FirstClass.

Committee	Vacancies
Convention -	4
Economic Welfare -	5
Education Governance -	10
Int'l Solidarity -	3
PAPR -	6
S. Asian Student Advocacy -	10
Social Convenor	1
S/W -	11
TIME -	6

Assessment Review Ad Hoc Committee

Assessment is a key part of the instructional cycle. As autonomous professionals we have the right to choose our assessment tools and the responsibility to be well informed of what types of assessment are best suited for our students.

The Surrey School District has asked the STA to review and respond to their recent discussion paper titled "Assessment: Working toward common vision, values, and beliefs in Surrey Schools".

The STA is striking a review committee. We are looking for interested volunteers who are:

- ◆ Elementary or secondary classroom teachers or
- ◆ LST teachers or
- ◆ Any teachers who have an interest in assessment

This would entail:

- Reading the discussion paper
- Attending at least two after school meetings to discuss and draft a response to the paper
- Creating a presentation for the school trustees

To apply, please fill in and submit an STA Curriculum Vitae form (available on the STA website: www.surreyteachers.org). Deadline for application is September 17th. Forms can be faxed, sent through the district courier, or emailed to Lorna Sheh on First Class.

TOC Representative

One of the positions on the STA Executive, that of the TOC rep, was not filled at our recent AGM. According to our Constitution and Policies, that position can be elected at a STARA meeting. We are seeking candidates who are interested in taking on this important position, as a spokesperson for TOCs on the Executive, and a chairperson of the TOC Advisory Committee. An election can take place at the September 30th STA Rep Assembly meeting. If you want to put your name forward, please e-mail Lorna Sheh on First Class by September 23rd.

Avoid SPCs

The 2006 BCTF Annual General Meeting decided that teachers should withdraw from participation on school planning councils.

Teachers who had attempted to participate on SPCs in the past found a narrow, bureaucratic focus on accountability contracts, FSA results, and school growth plans. There was no opportunity to address the needs of the students in their classes.

The guidelines, directions, and rules for the operation of SPCs mean that school goals are a foregone conclusion. There is not a genuine discussion of the needs of students or the resources necessary to meet their needs. All goals have to have the ability of being reduced to a number.

The 2006 AGM recommended that teachers increase their active involvement with parents through parent advisory councils, other parent groups, and any opportunity teachers have to discuss education with parents.

Teachers are always willing to participate in educational change that will actually produce positive outcomes for students' learning.

Talk to your staff rep or local president for ways you can help build this relationship.

Withdrawal from the long-term section of the Salary Indemnity Plan

A member who has attained age 64, has reached the factor "88" (i.e. years of service + age), or is in receipt of a retirement pension, may voluntarily withdraw from the long term section of the plan. You may apply at any time during the school year in which one of the foregoing conditions occurs. This means that you will only pay the Short Term portion of the SIP dues.

Forms and instructions are available on-line at the BCTF website—

http://bctf.ca/uploadedFiles/Salary_Benefits/SIP/LT-WithdrawalForm.pdf

Reminder: Review your pay Category and increment

Pay Scale: Teachers are reminded to check their monthly pay stub (sent to you on First Class) to ensure that Payroll has you on the right category and experience placement on the salary grid. This information is located on the bottom left hand side of your pay stub.

Related Experience: Pursuant to Article 47.22 of the Collective Agreement, teachers must file, in writing, to both the STA's Economic Welfare Committee and the District's Human Resources Department, their intent to claim for non-teaching experience within six (6) weeks of the effective date of their appointment to the school district.

Work in early childhood education, social work, the armed forces and in some other areas may be considered as related experience which will be credited on the years of experience scale on the salary grid.

Pension Indexing Tough Decisions Ahead

The BCTF has announced that we will be facing difficult decisions in the years ahead regarding pension indexing.

Inflation adjustments to pensions are not a guaranteed benefit of the Teachers' Pension Plan (TPP). The Teachers' Pension Board has been concerned for some time that the Inflation Adjustment Account (the IAA) is not sufficiently funded to maintain full CPI indexing into the future. Members will have to decide how to respond to this reality.

Our Trustees will be holding consultation meetings with members in the fall. All members, regardless where they are in their career, should attend these consultation meetings to assist the pension trustees by providing feedback and potential solutions to the IAA underfunding in our plan.

Look for more information in the upcoming weeks.

Our Condolences:

Retired teacher **Jill du Monde** has passed away. Jill taught in Surrey beginning in the late 70's at Cloverdale Elementary and Dr. F.D. Sinclair before retiring from Chantrell Creek in 2002.

Former principal **Kenneth Fletcher** passed away early Monday morning. Ken spent his entire career in the Surrey School District. In lieu of flowers, please consider donations to the Dargin Bible Translation, a project dear to Ken's heart. Donations can be sent to Outreach Canada 2-7201 72nd Street, Delta B C V4G 1M5.

Former Surrey principal **Joe Allen** passed away July 25 in Chilliwack. He was a beloved South end principal for 35 years; spending much of his career at Peace Arch Elementary.

Long-time Surrey teacher (Betty Huff) **Yvonne Baribeau** passed away on August 25, 2009.

PAYROLL DEDUCTIONS - WHAT DO THEY MEAN? 2009-2010

ITEM ON PAY SLIP	COMPULSORY	COST		COVERAGE	SPECIAL NOTES
		YOURS	BOARDS		
INCOME TAX DEDUCTION	yes	100%	-	Federal and provincial income tax required withholdings on employment income and taxable benefits.	Fill out new TD1 Personal Tax Credits Return (Federal) and TD1-BC form no later than seven days after there is a change in your entitlement to personal tax credit amounts.
EMPLOYMENT INSURANCE	yes	1.8% up to a maximum of \$720.00	2.244% up to a maximum of \$864.00 (2.14% up to a maximum of \$856.00 for TOCs)	Pays when unemployed or on maternity leave, adoption leave or when laid off.	EI may be available to Teachers-on-Call, and laid off teachers. See EI REDUCTION below.
CANADA PENSION PLAN	yes	4.95% up to a maximum of \$1,989.90	4.95% up to a maximum of \$1,989.90	Pays at retirement, disability, or death, based on Yearly Maximum Pensionable Earnings (YMPE-\$43,700). Also pays lump sum for funeral (maximum \$2,500).	Pension for spouse or orphaned children at death.
TEACHERS' PENSION PLAN	yes	9.16% up to \$43,700 10.66% on the remaining salary	12.29% of the first \$43,700 and 13.79% on the remaining.	Years of pensionable service x 2% x best 5-year average salary less CPP offset. Last survivor option available. Details are available at www.tpp.pensionsbc.ca	For information contact BCTF or refer to BCTF Members Guide. Watch for RRSPP limitations.
PBC-DENTAL	no	20%	80%	85% Plan A - Basic services. 70% Plan B - Root canals, false teeth, etc. - pre-approval required. 70% Plan C - Orthodontics, life max. \$2,000. - pre-approval required.	Check to be certain all dependents are on your PBC Dental card. Contact STA Office for information Group #D1570 Pacific Blue Cross: (604) 419-2300 www.pac.bluecross.ca www.bcpseabenefits.ca
PBC-EHB (Extended Health Benefits)	no	20%	80%	Ambulance, prescription drugs, chiropractor, physiotherapist, glasses, hearing aids, orthopedics, etc. Medex world wide coverage is available.	Check to be certain all dependents are on your PBC Extended Health Card. Group #20036 This plan blends with Pharmacare. Pacific Blue Cross: (604) 419-2600
BC Med MSP - MEDICAL (Health Insurance BC)	no	20%	80%	Medical, surgical, obstetrical services and hospital in B.C.	Group #4200366
GREAT WEST LIFE ACADEMIC	no	20%	80%	To age 34 - 300% of annual income. 35 - 44 - 250% of annual income. 45 - 54 - 200% of annual income. 55 - 64 - 150% of annual income. 65 & over - 75% of annual income. Single - choice of \$5,000 or as above. (If elected prior to Sept. 1, 1998)	Part-time employees are pro-rated. Also available during leave of absence. Changes as a result of earning changes take effect on the February 1 coinciding with or next following the date of the change in earnings. All changes are subject to an actively at work requirement. Group #20414GLA
VOLUNTARY LIFE INSURANCE	no	100%	-	Costs varies with age. Good inexpensive coverage. \$500,000 maximum. Available to spouse.	This voluntary Life Insurance is also available to spouses.

EI REDUCTION TAXABLE BENEFITS	yes	see note	see note	This money is remitted directly to the Salary Indemnity Fund at the BCTF and partially funds the SIF. This amount shows up in Box 14 and Box 40 of your T-4 and is taxed when you complete your income tax return. In return, since the money was taxed, Revenue Canada does not tax any money received from the Salary Indemnity Fund.	This rebate exists as the Board would pay 2.52% for Employment Insurance, above, if the BCTF Salary Indemnity Fund and the Paid Sick Leave provisions did not exist. The rebate is 5/12 of the difference. Teachers-on-Call are not eligible for Salary Indemnity, so they receive the rebate in cash each pay.
BCTF DUES	yes	Teachers: 1.45% of gross salary TOCs: 0.36% of gross salary	-	1.31% to General Operating Fund 0.06% Collective Bargaining Defense Fund 0.02% Provincial Bargaining Fund 0.01% to Contingency Fund 0.05% to Public Education Defense Fund TOCs pay 0.32% TOCs pay 0.01% TOCs pay 0.01% TOCs pay 0.01% TOCs pay 0.01%	Full access to all BCTF work, functions and Programmes. Refer to BCTF and STA Policy Book.
STA DUES (Professional Dues)	yes	100% (0.62% of gross salary)	-	Full access to all STA work, functions and programmes. All STA members.	
E.F.A.P. Employee & Family Assistance Plan	yes	20%	80%	EFAP offers confidential professional help for a broad range of personal and employment related problems. Up to 12 counselling hours per year. All Association members and their immediate family members are eligible. Limited coverage for retired members.	Wilson-Banwell, 604-689-1717 (24 hours) Surrey, Coquitlam, Richmond, Vancouver, North Vancouver, White Rock, Maple Ridge, Abbotsford.
BCTF SALARY INDEMNITY FUND a) Short Term	yes	0.55% of Salary	-	Pays 50% of salary plus the employee's contributions to the Teachers' Pension Plan. Covers the first 120 working days. Benefits are tax free. Not payable during the summer. Apply to BCTF BEFORE you run out of sick leave.	New members and members returning from a long term LOA are not eligible for Long term until they have completed 20 or more days of employment NOT INCLUDING SICK LEAVE. Contact BCTF for further information.
b) Long Term	Yes Until Factor 88 is reached	1.35% of salary		Benefits are 65% of first \$25,000 plus 50% of the next \$40,000 then 40% of the balance. Benefits are tax free and are paid in 12 monthly installments until the member recovers, dies, retires under the Teachers' Pension Plan, reaches the age of 65 or attains age+service=90. Long term disability insurance premium waived while receiving SIF benefits. You receive full pension credit.	You may apply to opt out of the Long Term (increase your take home by 1.2%) at age 64 or upon attaining age+service=88. YOU MUST APPLY BEFORE QUALIFYING AS THIS IS NOT RETROACTIVE. For forms call Income Security at 604-871-2283.
PAID SICK LEAVE	-	-	100%	Covers salary and teacher-on-call on days off for illness or injury. Continuing contract teachers have a one time only credit of five sick leave days. Further sick leave will be credited as of the final pay day of each month on the basis of 0.078 sick days for each day worked. (Board actually credits 1.56 days each teaching month.)	It is your responsibility to ensure the correctness of this figure each month. Contact Board Office for information. Teachers-on-Call: After 20 working days, sick days are credited at .078 for each day worked. (See Article 39.50)
RRSP	No	as set up		This is a BCTF registered RRSF. The arrangements are established. Enroll in September at the Board - Payroll office.	This must be calculated with your RRSF Contribution Room each year. (received from the Canada Revenue Agency)
<p>Surrey Teachers' Association B. C. Teachers' Federation School District #36(Surrey) Payroll School District #36(Surrey) Human Resources</p> <p>Phone: 604-594-5353 / 1-800-967-5353 Phone: 604-871-2283 Phone: 604-596-7457 Phone: 604-596-7400</p> <p>Fax: 604-594-5176 / 1-800-255-5176 Fax: 604-871-2290 Fax: 604-543-5986 Fax: 604-596-8695</p>					

Professional Development

- Monica Grant, STA Pro-D Committee Chairperson

Welcome Back,

As the new STA professional development committee chairperson, I am looking forward to getting out and meeting more colleagues and helping people with their professional development needs. You can contact me at Grant_m@sd36.bc.ca

Our committee is looking forward to hearing about many of the professional development activities that you are planning at your schools. Let us know what is happening at your school and we will share your great ideas.

Let's get started!

- ◆ Remember to elect your professional development committee in early September.
- ◆ Elect your committee chairperson.
- ◆ Sign up for Pro-D chair training. Training dates are September 21, 22, and 30.
- ◆ Chairs please remember to fill out an LOA and book your TOC.
- ◆ Start planning what pro-d will look like in your school this year.

Those funds . . .

Yes! I am talking about your **school, individual and consolidated funds**. We have some news about the dates:

Funds can now drawn from the prior year and/or new year Professional Development budgets to pay for events taking place between July 1st and September 15th. All forms and receipts for events taking place between July 1st and September 15th **MUST BE RECEIVED** at the STA office **NO LATER THAN September 15th**, so the book-keeping can be completed in order to begin the Consolidation Fund process by the beginning of October.

An opportunity for intermediate teachers . . .

The PITA (Provincial Intermediate Teachers' Association) Conference is going to be held in Surrey on October 23rd. There will be lots of pro-d opportunities no matter what stage of your career you are in; a brochure was distributed in June. If you would like to register, please go to <http://www.pita.ca>

In addition to PSA day, the PITA group has started some new teacher training support sessions called **Start Up Your Classroom Program Successfully**. The last session takes place on September 12th. Please encourage any new teachers (within 5 years of their career) to attend. There will be sessions from October through to April called **Build Up Your Program Successfully**. The tentative dates are set for November 21st, January 16th, February 13th, and April 10th. We will keep you posted about this project in upcoming Pro-D newsletters. Another online resource for early career and experienced teachers to share ideas, resources, and questions is <http://pita-earlycareer.wikispace.com>

A couple of common questions...

Q: What is self-directed Pro-D?

A: Self-directed Pro-D means that you take a look at your strengths and weaknesses as a professional and you access resources to help you with your needs.

Q: Does the administrator have a right to know what I'm doing on a Pro-D Day?

A: Our administrator has the right to know where you will be on a Pro-D day and the general nature of the activity you are planning/attending. Please be mindful of the work your school pro-d committee puts into planning a session, and inform them in advance if you do not plan to attend. Some pro-d chairs put a sign-up in the office to make this easier, but it is not required. Remember, pro-d days are days of work.

Quick Reminders:

- ◆ If you belong to a PSA and would like to advertise a wonderful speaker, or workshop, please email Monica Grant on FirstClass.
- ◆ Start planning to be a presenter at the annual STA Convention! Online proposals will be accepted in October. Email Julia Poole on FirstClass for information.
- ◆ Are you a new(er) teacher? Are you seeking a mentor to help you get through your year? We can help! Consider signing up for the Teacher Mentorship Program. (see note on next page)

Supporting Teacher Learning

Teachers may from time to time in their career find themselves struggling—with new grades/subjects, extremely challenging students, personal health issues, etc. There is help available to teachers if they feel they need some extra support. Forms are available on www.surreyteachers.org



What is the STA/SD36 Peer Support Service?

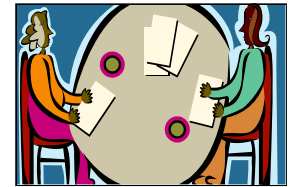
This is a joint initiative between the STA and the Surrey school district. It is based upon the successful BCTF model and is designed to provide direct support to teachers who request assistance with their teaching (self-referral) or to teachers who are on plans of assistance. The mandate is to provide training for the Peer Consultants and support services for teachers.

Who will provide the service?

The peer support and assistance will be provided by Surrey teachers, known as Peer Consultants, with an extensive background in multiple teaching strategies and training in planning, consultation, classroom observation, analysis and feedback skills. Peer consultants will offer support in a non-directive and a non-judgmental environment.

How can a teacher access the service?

A teacher who requests assistance with their teaching or a teacher who is on a plan-of-assistance may request the services of the STA/SD36 Peer Support by contacting the STA office. Principals or staff reps may also forward the teacher's request on their behalf, at their request.



Who will pay for the service?

The cost of the service to a teacher will be covered by the school district.

- ◆ A Peer Consultant will not give information to any person, except as agreed to in advance by the teacher receiving the services.
- ◆ The Surrey School district agrees that it shall not use any information relating to the member's participation in the Peer Support Service against the member in any disciplinary proceeding, or in any evaluation of the member's teaching performance.

For more information about the service please contact Stephen Anderson at 604-594-5353

Teacher Mentorship Program

(co-sponsored by the Surrey Teachers' Association & School District 36)

As you look around your staffroom this fall, you may notice a number of new faces. Surrey is one of the few districts that is still growing, which means new teachers are hired each year. For many of us, those first few years of teaching are a distant memory, but upon reflection you may recall those days. As a new teacher you deal with all the same job expectations as everyone else, you struggle with new assignments, and you often are left to "figure things out" on your own. This is not because teachers are inconsiderate, but rather we all get so engaged in the day to day pressures of the job, we may forget to look to our new colleagues and offer our assistance. Many teachers find supportive, understanding colleagues at their schools, and to help support and formalize those relationships, the STA and the School district sponsor a Teacher Mentorship Program. Following is a brief overview. Please consider signing up as a mentor or new teacher.

Who can join?

- ◆ New contract teachers who have worked in the District since September 2007 and have not previously participated in the program

- ◆ Experienced teachers with more than 3 years teaching experience.

What does it involve?

Commitment to attend 4 after-school whole-group sessions and informal meetings/communication with your partner. Information/application forms are in the schools and on the STA website —www.surreyteachers.org. For more information, please call **Stephen Anderson at the STA office - 604-594-5353**

If you already have someone in mind you would like to work with, please submit your applications together. If not, we try to pair people up with someone at a nearby school, who is teaching the same (or as close as possible) grade/subjects. This is a wonderful opportunity for new teachers to benefit from the expertise of a more experienced colleague, someone with a sympathetic ear, and someone who will be there to answer their questions. For mentors, working with new, enthusiastic teachers is always a rewarding and re-vitalizing opportunity—you will undoubtedly find yourself rejuvenated by their optimism and energy!

The deadline for applying to the Mentorship Program is **Friday, October 2, 2009**
Confirmations will be sent out after that date.

Surrey Teachers' Association Calendar - September 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	31	1 STA Executive Retreat	2 9:00-Rehab meeting -STA 12:00-Facilitator Training	3	4	5
6	7 Schools open 4:00 - STA Executive Committee Meeting	8	9	10 4:00-STA TIME Committee Meeting FTTOs Pro-D	11	12
13	14 Lower Mainland Presidents Meeting	15	16	17 3:30-TOC Workshop- Conference Centre 12:00- Training for Staff Reps re. Dorsey Award -Conference Centre	18 8:30-Facilitator Training-Conference Centre	19 8:30-Facilitator Training-Conference Centre
20	21 Pro-D Training- Conference Centre	22 Pro-D Training- Conference Centre 4:00 - STA Executive Committee Meeting	23	24 Arbitration hearing	25 8:45 - STA Scholarship Committee Meeting Arbitration hearing	26
27	28 Non-instructional day	29 Arbitrating hearing	30 Pro-D Training— Conference Centre Arbitration hearing	1	2	3
BCFED Young Worker Retreat						