

# STA Examiner

Surrey Teachers' Association

www.surreyteachers.org

sta@surreyteachers.org

In some ways, I can't believe it is June already. It is especially hard to believe when I look out the window and see the grey, rainy skies. The past few months have been challenging for our membership as we have been under a similar cloud of cutbacks and restructuring. Cuts have affected all of us as resources are reduced, non-enrolling positions are eliminated and some programs will disappear. This underfunding is especially challenging because our student population will continue to grow next year.

In response to the cutbacks, we have sent several groups of classroom and specialist teachers to lobby MLAs in Victoria. We have issued press releases, garnered widespread media coverage, and supported a presentation by counselors to the school board. Effective lobbying by the STA has resulted in some changes. We were successful in reinstating the building envelope project at Johnston Heights Secondary. The Minister of Education finally admitted that the government has not kept pace with Surrey's growth, and she is expected to announce new, funded classroom space. (Unfortunately, it will likely be new portables, not new schools.) Our efforts will need to

## Is it really June??

continue in response to program and resource cuts.

This year has also been a time for the STA leadership to reflect on the services we provide to members. Over the past year we have renewed some of our traditions, such as the dinner speaker series. We have re-vamped our training for committee chairs, recommended an expansion of our new teachers' conference, provided additional training opportunities for members and conducted an audit of our communications strategies. We are working on updating our website, electronic file storage, and office procedures. We renovated a suite in our building for a new tenant, created an improved meeting space for committee meetings and replaced the building's metal roof. Plans are underway to renovate the STA offices to optimize our service to members by streamlining workspaces and improving member and committee access to meeting spaces.

Changes have occurred at the School District. Bob Coventry has retired, John Ormond will retire in December, and Peter Drescher is retiring in August.

Brian Bastien has left the District. Lisa Southern, the former registrar of the Labour Relations Board, has been seconded to assist in the Human



Denise Moffatt

Resources Department and many existing senior managers have taken on new roles. These personnel changes will certainly have an effect on the work of both our organizations. The District will also be moving its offices to the Conference Centre site when their new building is completed.

June is an exciting time with graduation, sports day, year end wrap up and other events. However, we know June can be a stressful time too, and we offer you our support over the next weeks. Remember to take care of yourself, put things in perspective, and don't overdo it. We want everyone to enjoy a great summer and hopefully the weather will cooperate too!

## Bargaining Needs Assessments – Phase 1

Thank you staff reps! Over the past few weeks many staff reps have completed the initial bargaining assessment at their schools. We will continue to collect feedback from schools through June. If your school requires a visit from an Executive Committee member to assist with the needs assessment, please contact the office. Feedback from the initial assessment will be used to create a bargaining survey that will be distributed to teachers early next year.

Teachers who would like to provide suggestions and feedback can also send ideas to [bargaining@surreyteachers.org](mailto:bargaining@surreyteachers.org).

### In this issue:

- ◆ Is it really June??
- ◆ Bargaining Assessments and Timelines
- ◆ 201-2011 Class Organization
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- ◆ The New STA Executive
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## 2010/2011 Class organization

### Important information for members

Participate in organizing classes for September as you normally would.

If it becomes evident that classes cannot be organized within the legislative limits, or are in any other way not appropriate for student learning (safety issues for example), document, and advise the principal of your opposition to the proposed organization.

Submit to the principal a simple and general statement of what is needed for an organization that is appropriate for student learning (for example: 90 Grade 4 students, 12 with IEPs to be organized into two classes of 22 and two classes of 23, with 3 students with IEPs in each class). - You may also include information regarding where students should be placed, which students should be separated, the distribution of students with IEPs, and any additional pertinent concerns. Please keep a copy of this letter and statement for your records.

### What are the limits?

#### Class size:

- ◆ Individual classes Grades K–3
  - a. K limit - 22 students
  - b. 1–3 limit - 24 students
- ◆ Individual classes Grades 4–7 must not exceed 30, unless:
  - a. the teacher consents.
  - b. the superintendent and principal agree class is appropriate for student learning.
- ◆ Individual classes Grades 8–12 must not exceed 30, unless:
  - a. the superintendent and principal agree class is appropriate for student learning.
  - b. the principal has consulted teacher.

#### Class composition:

- ◆ Students for whom IEPs must be designed and who are designated must not exceed three(3) in each class, unless:
  - a. the superintendent and principal agree class is appropriate for student learning.
  - b. the principal has consulted teacher.

## Summer Office Hours

The STA office will close on July 9 and re-open on August 30, 2010.

**Summer Hours for July and August are 8:00 a.m. to 3:00 p.m.**

**Regular Office Hours - September to June:  
Monday to Thursday - 8:00 a.m. to 4:30 p.m.  
Friday - 8:00 a.m. to 4:00 p.m.**

## Hjorth Road Elementary 1910-2010



Please join us for an open house to look back at the history of Hjorth Road as it celebrates 100 years of education.

Date: Thursday, June 10, 2010  
Location: Hjorth Road Elementary  
14781—104th Ave, Surrey  
Time: 6:00—8:00 p.m.  
RSVP: 604-581-2327

### Pro-d opportunities available on First Class

Log onto First Class

Click on Desktop:

- > SD36 Staff Conferences
- > Teachers' Conference
- > STA Pro-D Info



**Last Salary Increase from the 2006 negotiated settlement occurs June 30, 2010 = 2%**  
**Any future salary increases will be achieved through collective bargaining 2011.**  
**Watch for more information this Fall.**

## STA Rep and STA Committee members Thank You Barbeque June 16, 2010 after the STARA Meeting



The Executive, on behalf of the STA, would like to acknowledge the incredible job done by **committee members and staff reps** this year– we couldn't have done it without you!

To do this, we are planning a year-end dinner, to take place after the June 16th STARA meeting. It will be a gala BBQ event (complete with “liquid” refreshments!)

Anyone who has been a staff rep or a member of an STA committee this year (even if you are no longer a rep at this time) is welcome and encouraged to attend.

For catering purposes we are asking attendees to RSVP to the STA office by Monday, June 11th by FirstClass to either Cindy Tierney, or Donna Stewart .

Hope to see you all on the 16th!!

### Bargaining Timeline:

- ◆ June 2010 School Needs Assessment, Phase 1
- ◆ June 16, 2010 - Election of Bargaining Committee
- ◆ Sept 2010 – Bargaining Survey, Phase 2
- ◆ Oct 2010 - Provincial Objectives Finalized
- ◆ Oct 2010 – BCTF Bargaining Conference
- ◆ Nov 2010 – BCTF Bargaining Training
- ◆ Nov 2010 – Local Objectives Finalized
- ◆ Mar 2011 – Local Tables Open
- ◆ June 30, 2011 – Collective Agreement Expires

### STA Retirement Dinner

Just a reminder to those of you who are planning to retire (or have already retired) by June 30<sup>th</sup>, you are invited to the STA retirement dinner/dance gala event.

Retirees are invited to attend, along with a guest. This is a wonderful opportunity to reconnect with old acquaintances, share memorable moments from the past, and talk about plans for the future.

After dinner there will be live music, so put on your dancing shoes! If you have friends who would like to come just for the dance, they can arrive after 8:00 pm.

We hope all the retirees will be able attend this festive event. Please RSVP to Lorna Sheh on FirstClass by June 2th.

**Date:** Friday, June 18, 2010

**Location:** Eaglequest Golf Course (78th & 152nd)

**Times:** Cash Bar opens at 4:30

Dinner/presentations at 5:30

**Dancing: to follow dinner at  
approximately 8:00 pm.**

### Employment Workshop for Laid off Teachers

Monday, June 14, 2010

3:30 — 5:00 at District Conference Centre  
Register by email to Lorna Sheh via FirstClass

### Emmanuel Ole Kileli Visiting Canada

Emmanuel Ole Kileli, Chairman of Ereto Maasai Youth [EMAYO] has come to Canada for a six-month visit. He is traveling to different parts of the country to talk with Canadians about his culture, the issues facing pastoralists in Tanzania and about his organization EMAYO.

The young Maasai members of Ereto Maasai Youth [EMAYO] are committed to: improving the standard of living in their communities while sustaining their vibrant culture; protecting their people from the ravages of new and devastating diseases such as HIV/AIDS; encourage greater recognition of the rights of women and girls; expanding the opportunities for education and employment and, addressing issues of environmental conservation.

**You can follow his progress or contact him at**

[www.thekeshotrust.org](http://www.thekeshotrust.org).



**The STA AGM** was held on Wednesday, May 12th. The following people were elected to the Executive Committee for the 2010/2011 school year.

President - Denise Moffatt  
 1st VP - Chrystal Tagmann  
 2nd VP - Jennifer Wadge  
 Health and Safety Officer - Lori Wilson  
 Grievance Officer - John Wyndham  
 Professional Issues Officer - Stephen Anderson  
 Local Representatives - Kevin Amboe, Sue Heuman, Sharon Sall, Cheryl Gosse, Aaron Vick, Karen Kilbride  
 Secretary Treasurer - Ken Cole  
 Members at Large - Melanie Miki, Phyllis Minsky, John Kovach  
 Teacher on Call Rep - Glynis Cawdell

Steve Ranta is also on the Executive Committee as he has one year remaining in a two-year term as the Grievance Officer.

**Please note that the Bargaining Committee was not elected at this meeting and will be elected at the June STARA meeting.**

**We would also like to thank the members of this year's executive who will not be returning:**



**Eric Bonfield (First Vice President)**  
**Mil Manojlovic (Local Representative)**  
**Lynda Toews (Local Representative)**  
**Julia MacRae (Member-at-Large)**  
**Annie Rodgers (TOC representative)**

**Your service to the Surrey Teachers' Association is valued and appreciated. Thank you so much.**

## **Committee Vacancies:**

**Will be elected on June 16 at STARA Meeting, all members welcome**

- ◆ Bargaining: **3 Elem Reps, 3 Sec. Reps, 1 Ad Ed. Rep, 1 TOC Rep, 1 Non-enrolling**
- ◆ Convention: **7 2-year term; 1 1-year term**
- ◆ Economic Welfare: **7 2-year term**
- ◆ Education Governance: **10 1-year term**
- ◆ Finance: **1 2-year term**
- ◆ Grievance: **4 2-year term**
- ◆ Health & Safety: **5 2-year term; 1 1-year term**
- ◆ International Solidarity: **8 1-year term**
- ◆ Labour Affairs: **7 1-year term**
- ◆ Pension: **1 1-year term**
- ◆ Political Action Public Relations: **9 2-year term**
- ◆ Professional Development: **6 2-year term; 1 1-year term**
- ◆ Scholarship - **4 1-year term**
- ◆ Social Convenor: **1 1-year term**
- ◆ South Asian Student Advocacy by Teachers: **10 1-year term**
- ◆ Status of Women: **15 1-year term**
- ◆ Teachers Interested in Multi-cultural Education: **7 2-year term**



## **STA Scholarship Committee**

- ◆ This committee will now be elected at the June STARA meeting
- ◆ This committee will consist of the 2<sup>nd</sup> Vice-President or alternate and 4 elected members at large. (No member of this committee will be the parent/relative of a scholarship or bursary applicant)

**NOTE: This is a change as a result of the decision made at this year's AGM**

**ELECTION OF THIS COMMITTEE WILL OCCUR JUNE 16<sup>TH</sup>.**  
 Interested members can submit their names to [shh\\_1@sd36.bc.ca](mailto:shh_1@sd36.bc.ca).

## Teacher Librarians Speak out about Cuts

When the STA approached the Surrey Chapter of the B.C. Teacher-Librarians Association (BCTLA) with the opportunity of visiting Victoria to speak directly with MLAs about how the cuts were affecting our students, our staffs, and our communities, five jumped at the chance: Stephanie Argent, Patricia Baisi, Lisa Domeier-de Suarez, Kathy Leko, and Maureen McDonough. Facilitated by Chrystal Tagmann, and Stephen Anderson, they met twice at the STA offices after school and the emails flew fast and furious in-between. Editing and final touches took place on the ferry and at the hotel.

On May 20, 2010, this group of Surrey Teacher-Librarians got their first taste of Lobbying 101 in the Birch Room of the B.C. Legislature. They met with Hon. Robin Austin, Opposition Critic for Education, Early Learning and Literacy, Diane Thorne (Coquitlam-Maillardville NDP) Deputy Opposition Critic for Education, Early Learning and Literacy, Harry Bains (Surrey-Newton NDP), Jagrup Brar (Surrey-Fleetwood NDP) and Sue Hammell (Surrey-Greentimbers NDP). The Liberal members were also invited to attend but declined. Maureen led the charge with an excellent introduction as to how important it is to have a trained

Teacher-Librarian as opposed to just a technician. Then each of the remaining Teacher-Librarians highlighted one specific area of their profession:

- ◆ Research skills
- ◆ The Secondary School Library
- ◆ Technology
- ◆ Inspiration of Reading, and Multicultural Challenges.

There was only half an hour for the presentation and a question period. The presentation had to be short, effective and positive while still underlining the effects that cuts will have on the school library programs.

During the presentation, the MLAs' faces mirrored interest and concern. Following the presentations each of the MLAs asked pointed questions. One comment was that "...your presentation helped us put a human face on the issue and motivates us to keep pressuring the government." They expressed dismay that some schools only had Teacher-Librarians one or two days a week. They also made valuable suggestions on how to modify the printed material we provided them with and encouraged us to continue our advocacy work.

Following the meeting the group grabbed a quick lunch before proceeding back to the legislature for Question Period. Each of the Teacher-

Librarians were introduced to the House.

There was a great deal of uncertainty going into this. Having never done anything like this before, many were wondering if speaking to the MLAs would make a difference. There always seems to be such a wide gulf between what teachers do in the classroom and government policies. However, once the task was completed it became very clear that there was no question. The presentation had been favourably received and the message hit home. It may not make a difference this year or the next, but those MLAs will remember the visit and perhaps affect a change in the future. We all left the building energized and knowing that this was just the first step in the battle to bring Teacher-Librarians back to every school in B.C.



### Mentorship Has its Privileges

**Support, Encourage and Share..... Become a Mentor in Surrey**

The Surrey School District/STA mentoring program is looking for teachers to assist with the 2010/2011 Mentoring series!

Mentors have an opportunity to:

- ◆ Work with a teacher in his or her first or second year of teaching
- ◆ Attend 5 sessions on recent developments in pedagogy and professional developments
- ◆ Participate in a day's release time to support and work with your new teacher colleague
- ◆ Share experiences and network with a whole new group of teachers.

**Contact Lori Riel, chairperson on First Class.**

### International Lottery Draw

We would like to congratulate the following winners of this year's International Lottery Draw:

**Ron Hofman, Harold Bishop Elementary**  
**Susan Martin, Newton Learning Center**  
**Dwight Siebert, Earl Marriott Secondary**  
**Doug Knight, Fraser Heights Secondary**

## Pro-D News

### What is a Professional Development Plan?

Ah! It's that time of year again ... the wind up! and the wind down to summer. It is a wonderful thing to be able to leave the classroom behind and enjoy some vacation time. Time marches forward and before you know it, it's almost the end of August and you are thinking about going back to school to set up your classroom for the next bunch of students. While you are thinking and planning for your students, it would also be a good idea to think and plan for your own professional development goals. How do you go about doing that, you say? Here's a quick method to help you get started :

**Think about what is important for your professional development.** Would you like to learn new skills for the classroom? Are you teaching two blocks of Science and English and need ideas? Are you interested in joining a group such as PTA (Primary Teachers' Association) or purchasing *The Reading Teacher* journal? Has your grade level changed? Are you interested in the mentorship program to get support and new ideas?

**Set your goals.** What do you want to accomplish this year? Make it specific so that you know when you achieve it!

**Set up a log of activities.** Record what you are doing and when to contribute towards your professional development goals.

**Seek out workshops and resources to help you with your goals.** Resources are everywhere! Get out and ask people, look on the web, call CISC.

**Good luck with developing your personal professional development plan!**

### Summer Professional Development Opportunities:

Guess who is coming to Surrey in August and September?

**Carole Saundry-Fullerton** on August 30<sup>th</sup> at Earl Marriott Secondary, 8:30-1:30 - \$30.00

**The Kindergarten Institute**, featuring our very own Robin Funk, Kathy Steele, Nadine McSpadden and Analisa Feuz on August 31 at the District Conference Centre 8:30-1:30 - \$30

**Adrienne Gear** returns on September 2<sup>nd</sup> at the Bell Centre, 8:30-2:15 - \$30

### Pro-D Paperwork:

#### Pro-D Applications:

**Please use the most current form** available on the STA website: [www.surreyteachers.org](http://www.surreyteachers.org)

Apply to your Pro-D chair for funds and have them sign the form BEFORE you go to the event

Provide documentation of the event (example: a webpage or a flyer)

Submit **ORIGINAL** receipts with your Pro-D application. Faxes and photocopies will not be accepted.

Do not send forms in until **AFTER** the event has taken place.

A reminder that professional development funds can be used towards summer opportunities.

#### Editor's Note:

We ran an article called *Get to Know Your LSAs and PSAs* in our last edition of the Pro-D News. We apologize as we did not correctly identify the Surrey Teacher Librarians' Association, or the STLA. Sorry for the oversight.

### Who's On Your Committee?

Monica Grant, Chairperson  
 Stephen Anderson, Professional Issues Officer and Past Chairperson  
 Pat Fedak, Past Chairperson, PQT and Inquiry Projects Facilitator  
 Leon Lipetz, Pensions Chairperson  
 Ken Cole, Secretary to the Executive  
 Kevin Amboe, CISC, CUEBC and Executive Member  
 Lori Riel, Mentorship Chairperson  
 Sarb Lalli, Past Grievance Officer  
 Victor Guenther, Adult Educator Representative

At this time, our committee acknowledges Leon Lipetz for his years of service on the committee. We say good-bye to Leon as he has other interests to pursue. Another member, Sarb Lalli, is also leaving the committee. We wish you both well.

**Would you like to join our dynamic committee?** We have three openings available. If you would like to put your name forward, please contact Monica Grant and Lorna Sheh on First Class.

## Health & Safety

### Cardboard boxes—a health and safety risk?

Did you know that one of the places in your classroom where mould loves to multiply is in the crevices of cardboard boxes. Many teachers use cardboard boxes to store materials. Not only do these boxes harbor mould, they also a prime location for pest to multiply. The warm wet environment is perfect for all sorts of activities that encourage reproduction and infestation. Many Surrey schools have had to deal with infestations of ants, cockroaches, mice etc.

The STA recommends teachers begin to change this practice and encourage storing materials in plastic bins with covers. After the asbestos fiasco in a number of schools, teachers with open boxes and open cupboards and shelves, had materials that were unable to be cleaned and were thrown out. Not only was this a huge inconvenience, these teachers lost valuable materials and were not fully compensated past the \$750 (this amount is outlined in our contract). Staffs should look at ways to support this change at the school level. Mould and infestations affect everyone in the school. For more information on common indoor moulds check the STA Health and Safety website, mould, rodents and pest.

### Asbestos

As a result of the asbestos-containing vermiculite releases, a preliminary WorkSafeBC Inspection Report was issued to Surrey School District 36 to take immediate and appropriate steps to ensure that school district staff, students, parents and other persons (including contractors) are protected from harmful exposure to friable asbestos-containing material that does or may present an exposure risk to them (including isolation of asbestos-contaminated areas and clean-up by qualified persons following safe work procedures).

Please make sure that your staff has a trained Health and Safety Committee prepared for the September 2010-2011 school year. For a list of the 66 school sites with asbestos, check the STA website located in the Health and Safety link, Asbestos. [http://www.surreyteachers.org/documents/OHS\\_Articles/Asbestos.pdf](http://www.surreyteachers.org/documents/OHS_Articles/Asbestos.pdf)

### Remember

If you see damaged Asbestos-containing material (ACM) or you suspect a work area has been contaminated with asbestos:

1. Prevent further damage or disturbance that may take place while you are reporting the situation. Examples of this include placing a piece of tape over a hole in the drywall, taping a file folder over a damage floor tile, or preventing access to the area.
2. Immediately report the damaged/disturbed or suspect ACM to your principal or site manager.

The **EFAP** plan continues to be available for STA members and their families to seek psychological counselling on any concern that affects the member's health:

**Family Counselling    Drugs    Alcohol**  
**Violence    Parenting problems    Grief    Trauma**  
**Spousal abuse    Aging parents and more.....**

**Contact Wilson Banwell 604-689-1717 to set up your appointment. This service is completely CONFIDENTIAL for all Surrey employees.**

## Safety Tips - End of Year Clean-Up

- 1) **Avoid overfilling garbage cans and recycling bins by using multiple small bags** - Overstuffed baskets and bags filled with paper and books can cause back, shoulder and neck injuries. These heavy loads can also cause injuries for our CUPE colleagues. Small loads make it easier on everyone!
- 2) **Use proper lifting techniques or grab a dolly** - Ask your administration to make sure that multiple dollies are available for end of year clean up. If your school has an elevator, use it rather than the stairs to transport your loads. If you must lift a box, lift with your knees and avoid bending at the waist.
- 3) **Use a ladder** - When cleaning off bulletin boards and emptying high shelves, make sure you step up using a ladder instead of desks, chairs and tables. A number of teachers have been seriously injured in falls. Every school was provided with small step ladders. Your custodian may have a larger ladder for higher jobs.
- 4) **Store heavy materials on lower shelves** - When putting items away in storage rooms the bottom shelves should have the heavy stuff and only lighter items should be stored above eye level. It is helpful to label boxes with both the content and weight. Items should not protrude in to aisles.
- 5) **Break clean-up jobs into smaller chunks** - If you can, do your clean up and organizing a little bit at a time. Many injuries occur when people do a job they don't usually do for an extended period of time. For example, stapling paper, borders and wording on to bulletin boards. Muscles need time to adapt and an occasional rest.
- 6) **Get help** - If you have a number of bigger jobs to do, or if you are moving to a new school, find friends, family or colleagues who can help you. If you have a medical condition that prevents you from lifting or walking long distances, it may be possible to have the District provide you with a medical accommodation which may include having transport move your boxes. This usually requires a medical note stating any limitations.

# Surrey Teachers' Association Calendar - June 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31 Non-instructional Day STA Girls Conference at Elgin Park Secondary	1	2 4:00 TOC EI meeting - Conference Centre	3 9:00 Lower mainland Pro- D contact - Compass Point Inn	4	5
Job Share Mediation - LRB						
6	7 4:00 - Convention year- end meeting	8 4:00-Executive Committee Meeting-STA	9 3:30 - STARA Steering- STA 4:00 Grievance Committee Meeting - STA	10 <b>7:00 - School Board Meeting</b>	11 8:45 - Health & Safety Training - Conference Centre	12 <b>CoDev Dinner</b> <b>World Day Against Child Labour</b>
13	14 8:45 - All-Day K - Conference Centre 4:00 - EI Meeting for Laid off teachers - Conf. Ctr.	15 8:45 - All-Day K Conference Centre <b>Deadline to participate in the 12 month pay plan</b>	16 <b>STARA meeting District Conference Centre Committees Election Thank You BBQ</b>	17 BCTF Executive	18 BCTF Executive 4:30 - STA Annual Retirement Dinner - Eaglequest	19 BCTF Executive
Arbitration						
20	21 Presidents' Table - Board Office <b>National Aboriginal Day</b>	22 4:00-Executive Committee Meeting-STA	23 4:00 Grievance Committee Meeting - STA	24 District Health & Safety Committee Meeting - Board office <b>7:00 - School Board Meeting</b>	25	26
27	28	29	30 <b>Last day before Summer Vacation</b>	July	2	3 <b>STA Office close - July 9, 2010</b>