

# Monday Memo

## Upcoming Dates

### DECEMBER

- 13 Pacific Blue Cross AGM
- 14 Awards Committee Meeting
- 15 STARS (Surrey Teacher Advocacy for Refugee Students) founding meeting
- 19 Executive Committee Meeting  
TTOC Tacky Sweater Bowling Event
- 20 STARA Meeting + Social

### JANUARY

- 9-11 Staff Rep Training
- 13 BC Core Competencies EdCamp
- 15-17 Staff Rep Training
- 24 STA General meeting

### Childcare for the upcoming STARA meeting on December 20

Our nanny service requires the names and ages of children needing care during the meeting. Email [esther@surreyteachers.org](mailto:esther@surreyteachers.org) by **December 13**. You can also obtain childcare through your own provider, and submit receipts to the STA for reimbursement.

## New School for Surrey Students



On Thursday, December 7, the Surrey Teachers' Association (STA) was pleased to receive an invitation from the Office of the Premier to attend an announcement at Pacific Heights Elementary. Unfortunately, due to the heavy fog, Premier John Horgan and Education Minister Rob Fleming were unable to attend as scheduled. MLA Garry Begg and Labour Minister Harry Bains spoke instead, and made the announcement that the Province will be adding 955 spaces in new classrooms for Surrey students. In addition to a brand new Grandview Heights elementary school, Pacific Heights will add an additional 12 classrooms. MLAs Jinny Sims and Rachna Singh were also present for the announcement.

The STA is thrilled that both of these projects will be **fully funded** by the government! This means that unlike other capital projects, the Surrey School District will not have to provide 50% of the cost of construction. The Liberal government made changes to the funding model five years ago, when they mandated that costs for new school construction would be the shared responsibility of the School District. We hope this indicates an improved policy trend in this area.

During the announcement, Minister Bains alluded to this by making the apt observation that these projects should have been announced back in 2006. He outlined the lengthy process of preparing to open a new school, stating that it usually takes four years to build, and announced that a new project management office has been established to help oversee the project as well as work with the School District and the City of Surrey to speed up the time frame. When questioned by a reporter as to whether the government would be able to meet their commitment of having all the 7,000 students currently in portables into classrooms in four years, Minister Bains didn't give a direct answer. He talked about numbers and said they still have that goal. We do know that even if they provide 5,000 new spaces at targeted sites there will still be portables at almost every school in Surrey.

While these new classroom spaces are good news for Surrey, more needs to be done. After the announcement, the Surrey District PAC President Karen Tan asked if the government would be providing funding to offset the exorbitant cost of the portables that the District is currently bearing from its operating budget. Minister Bains did not answer. STA President Gioia Breda asked if future projects would be fully funded by the government, and he confirmed that the funding model is currently under review but that they are considering a reduction from 50% to 20% of costs. Unfortunately, large growing districts like Surrey will never be able to catch up with enrollment under this model. Portables need to be a temporary fix, not a permanent fixture of our schools. With school districts being required to come up with part of the capital development costs, portables will continue to be a necessity in Surrey.

## GSA Leadership Summit

The Canadian Centre for Gender and Sexual Diversity is an awesome organization that specializes in LGBTQ+ youth forums, leadership events, and GSA conferences. There is an opportunity for students to apply to go to Toronto in May for a week long GSA Leadership Summit **for free!** This is an amazing national leadership opportunity and students don't need to worry about flights, accommodation, food or fees. It is fantastic! Please suggest your students apply!

More information and application details can be found on their [WEBSITE](#).

### Save the date!

SD36/STA  
**FOCUS DAY**  
February 16, 2018  
with  
**Ivan Coyote**

## Remedy for Class Size and Composition Violations

Classroom teachers whose classes exceed the class size and/or composition limits in the restored language are owed remedy for each month, beginning with October. The District has developed a software tool to record and calculate the remedy owed to each teacher for each month. There has been some delay in rolling out the system but the District expects teachers to be receiving notification of the remedy they are owed, expressed in minutes, for each month. The forms of remedy that are available are a) prep time; b) non-enrolling teacher time to work with the teacher's class; and c) teacher time to co-teach in the teacher's class.

For information about how remedy will be calculated for most classes, please see the attached document. If the document does not address your particular situation, please contact [MATT WESTPHAL](#).

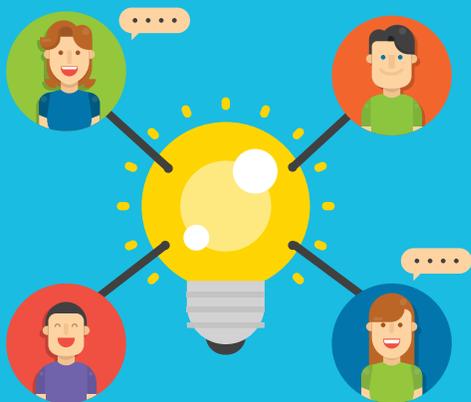
## This Wednesday! Vote at the PBC AGM

As plan members of Pacific Blue Cross, Surrey teachers are stakeholders with voting privileges! The PBC Annual General Meeting is happening Wednesday, December 13 at the Westin Bayshore, 1601 Bayshore Drive, Vancouver, BC. After the extended lockout this year, by management bent on rolling back pension benefits and a board of directors that let things simmer for far too long without intervening, it's time to elect a progressive new board of directors to ensure employees of PBC are treated fairly.

The STA is encouraging teachers to attend and participate in the vote for the Board of Directors. Former BCTF President Jim Iker is running for a seat! Bring your benefits card as member ID.

Return transportation by bus is being organized, starting from Chilliwack-Abbotsford, Langley-Surrey, the PNE parking lot (which has free parking), and Burnaby PBC HQ. If you plan on attending, or for more info about the buses, please contact [JULIA MACRAE](#).

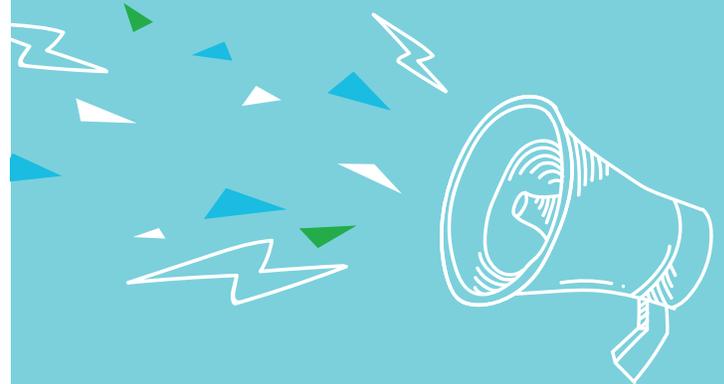
## Register Now for Staff Rep Training



The next round of School Union Representative Training (SURT) starts after winter break! Space is limited to 23 participants per day and there will be 6 sessions happening at the STA office between **January 9 and 17**. In order to maximize the number of schools that can be reached through this training, we are limiting participation to **one** staff rep per school site. **REGISTER NOW** to secure your spot. Lunch will be provided.

**CALL FOR PRESENTERS**

**STA CONVENTION 2018**



The STA Convention Committee is looking for educators interested in sharing their passions, learning environments, teaching practices and/or challenges with their peers on May 4th. Please consider facilitating a session!

See the website for more information: [www.staconvention.ca](http://www.staconvention.ca)

## Call for AGM Delegates!

Each year over 750 delegates from around the province attend the BCTF AGM. It is a great opportunity to see how the BCTF operates, to hear new perspectives on important issues, meet colleagues from other parts of the province, and to have a voice in the decisions made by the union. Surrey is able to send up to 60 delegates. Under the STA's Policies and Procedures, the 10 members of the Resolutions Committee will automatically be delegates, therefore we will need to elect **50 delegates** plus alternates. Hotel accommodations and expenses are covered by the BCTF. Childcare arrangements are also available.

Delegates will be elected at the **Special General Meeting** on **January 24** at the **Bombay Banquet Hall**.

Elected delegates and alternates are expected to attend all training sessions leading up to the AGM.

Sessions are as follows:

February 15 – Rookie AGM Delegates training (8:30 am to 2:45 pm at the STA office).

February 22 – AGM Delegates training (4:00 pm to 6:00 pm at Eaglequest).

March 1 – AGM Delegates training (8:30 am to 2:45 pm at Eaglequest).

March 8 – AGM Delegates training (8:30 am to 2:45 pm at Eaglequest).

If you are interested in becoming a delegate, please **EMAIL** your name and a brief statement by Monday, January 9. Remember, your chances of being elected as a delegate are much better if you have a written statement! It is also possible to nominate yourself from the floor at the meeting. If you have any questions about the BCTF AGM, or the process of becoming a delegate, please contact [JULIA MACRAE](#).

# Grievance

## Help Us, Help You

Every week the Monday Memo provides teachers with an update of what's going on with the STA, but we don't always hear from you! When we don't hear anything, we assume that things at your school are running smoothly, that teachers are satisfied with how administrators are managing the sites, and that you don't need our support in any specific way. When members do call the office, it's often about situations that have been simmering for a long time, where perhaps we could have lent advice or support earlier on to help minimize the overall impact to members.

The STA has three Grievance Officers whose roles depend on information provided by teachers. While not every issue is grievable, with more details and information, they're better able to speak to a situation - especially if it involves multiple school sites! When we ask for information, it's not a bad thing. Being in the office, we don't have first hand access to know about what's happening in the schools and we rely on you, the members, to keep us in the loop.

Calling us at the office is not a bother and it doesn't have to be a big deal. Answering your questions, brainstorming what you might say or do next, and helping you understand your rights are all part of our job as Table Officers. If something seems "off", it probably is!

Please do not hesitate to check in with us, because we love to hear from you. If you don't have time to call, or aren't sure who to ask, you can always send a quick email to [STA@surreyteachers.org](mailto:STA@surreyteachers.org). All inquiries will be kept confidential and passed on to the appropriate Table Officer.

## Privacy, Please!

The STA is concerned that there may be professionals, like school counsellors, who have been asked to share office space with other non-enrolling members on their work days when their roles require them to have a private space because of the confidential nature of their work. These roles may also require these members to have locked filing cabinets to ensure student information is kept private. This does not include sharing an office space on alternating work days. If you feel that the integrity of your work is being compromised because the District has not provided adequate space for the work you do, or has not provided you with a locked filing cabinet if the nature of your work requires it, please contact [JOANNA CERAZY](#) as soon as possible.

## Is Special Education Understaffed?

The Special Education class size and composition limits apply to the BASES programs and programs for students with Severe Behaviour Designations. So far, the District has applied a 10.5 student per 1 full time teacher average to assign staffing. However, in some cases, this might mean that programs have been understaffed. Please check your ratios to ensure that you have received appropriate staffing for your classes. Contact [JOANNA CERAZY](#) with questions or concerns.

The class size and composition language is as follows:

- 1 FTE per 12 students:** students with MID designations and MID/MOD combination
- 1 FTE per 8 students:** MOD designations
- 1 FTE per 7 students:** Multicategory - MOD, MID, ASD, Severe Profound designations or a combination
- 1 FTE per 6 students:** Multicategory - ASD, Severe Profound, Physically Dependent

## Social Development Programs (Elementary Schools)

With the restoration of the stripped language, class size limits for Social Development classes are back. The teacher - student ratio for these programs is one FTE per 8 students. It is our understanding that these numbers are being followed, but if you believe that your Social Development Program does not have appropriate staffing, please contact [JOANNA CERAZY](#), Grievance Officer at the STA office.

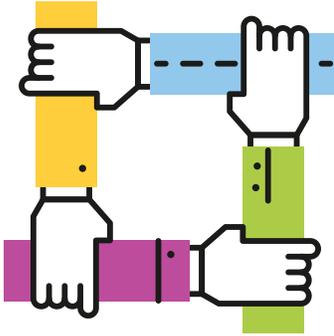
## Featured BCTF Workshop Working towards Healthy Youth Relationships

This newly revised workshop helps develop an awareness of healthy and unhealthy youth relationships and gender-based violence, and increases our understanding of the impact of dating and sexualized violence on youth. Through the exploration of lessons and strategies to address these issues in the classroom, the workshop enhances the capacity of schools and educators to encourage healthy youth relationships.

To request that this free workshop be facilitated at your school, click on the "Book this Workshop" link below the workshop description on the BCTF Social Justice and Global Education [WORKSHOPS PAGE](#).

## Social Justice + Activism

### Surrey Teachers Advocating for Refugee Students (STARS)



All Surrey teachers are invited to come to the first meeting of STARS on **Friday, December 15 at 4:00 pm** in the STA office. This new committee will be looking at ways to support teachers, strengthen community relationships, and connect refugee students with services, activities, and funding. Snacks will be provided!

### International Migrants' Day

**INTERNATIONAL MIGRANTS' DAY** is on December 18. The "**I AM A MIGRANT**" website features videos helping students to imagine and post their vision of a day without migrants.

Lack of official immigration status for migrants in BC is preventing many families from enrolling their children in school. New Westminster was the first school district in BC to pass Sanctuary School policies which allow parents to enroll their children in school, free of fear of deportation due to a lack of formal immigration status. The Surrey School District does not currently have any policy in place. For **INFORMATION AND TOOLS** to help advocate for a similar policy in your school district, see the Sanctuary School policy documents under, "Getting a local policy passed", on the BCTF member portal.

### "Justice-To-Go" DVD Library

Did you know that the STA's Social Justice Committee has curated a large collection of social justice themed documentaries on DVD which are available for loan to Surrey Teachers? Why not borrow a few to watch over the winter break? You could do so for your own interest or to later show and discuss with students in your class.

Borrowing is so easy! Simply browse the list of titles **ONLINE**, email **JULIA MACRAE** your choices, and she will send your selection to you, via courier, right away. After a few weeks, you can return the DVDs to the STA office the same way!

With the recent challenges surrounding SOGI 123 being featured in the media, why not consider "**Bullied**"?

"Bullied" is a documentary film that chronicles one student's ordeal at the hands of anti-gay bullies and offers an inspiring message of hope to those fighting harassment today. It can become a cornerstone of anti-bullying efforts in middle and high schools.

"Bullied" includes:

- A 40-minute documentary film (DVD), with closed captioning
- A two-part **VIEWER'S GUIDE** with standards-aligned lesson plans
- Additional materials online

"Bullied" is designed to help administrators, teachers and counselors create a safer school environment for all students, not just those who are gay and lesbian. It is also intended to help all students understand the terrible toll bullying can take on its victims, and to encourage students to stand up for their classmates who are being harassed.

This film was obtained from the organization **Teaching Tolerance - A Project of the Southern Poverty Law Centre**. They have other teaching resources available on their **WEBSITE**.

## Joke of the Week

**Q: How do you find Will Smith in a snow storm?**

**A: Look for Fresh prints!**

Thanks to Nicole H. for this week's joke!

If you have a short, clean, (but not necessarily education-related) joke, please send it to [hello@surreyteachers.org](mailto:hello@surreyteachers.org).

If your joke is drawn for publication, you will be entered into the monthly prize draw for a \$25 Indigo gift certificate.

## CONTACT US!

The STA is YOUR union. We're here to help and to support YOU!

We want to hear from you. Not sure whom to contact? Send your message to [STA@surreyteachers.org](mailto:STA@surreyteachers.org) and it will get directed to the appropriate person.