



The Advocate

www.surreyteachers.org

Reflections on restoring our language

Colleagues, this has been quite an unusual year! There have been so many challenges, such as tackling the new curriculum, implementing new reporting processes, and of course the ongoing challenges of implementing our restored language, all on top of all the joys and complexities that are a part of any regular year.



Congratulations to all of you for completing this school year! It is truly inspiring to know the wonderfully creative, dedicated and skilled teachers of Surrey have accomplished so much! You all truly deserve your summer holidays, and they are almost here! Of course top of mind for us here at the STA is the ongoing process of implementing our restored contract. As predicted, both the bigger picture and the details have proven to be complex! With the current government still in place, as we go to press I sincerely believe their agenda is to thwart implementation. By making the process of implementation more challenging than it needs to be, I believe they are setting up teachers to become disinvested in the restoration of our language. Imagine how advantageous that would be for them if teachers had the perception that our language was 'too impossible' to restore! Colleagues, especially those of you who worked prior to 2002, I sincerely urge you to share your stories to help build understanding among teachers about what it was like and what supports were in place prior to our language being stripped.

A further complication is that we find ourselves more than a month after our provincial election without certainty about who will be in power in Victoria. While we wait to see who will ultimately form government, school districts are left in limbo. BC has no budget to rely on and yet school districts are tasked with passing their budget before the end of June. This is surely impacting their decisions around staffing. Without their bottom line, districts may be concerned that they won't have enough funding to meet their contractual obligations. Here in Surrey we have faced serious challenges in how LST is being staffed for the coming year. This could be due to misinterpretations around the meaning of the restored language or it could be a 'way' to interpret that language which results in fewer LST teachers, which could be cost-saving. As we transition from implementation to bargaining in 2018, we should all be thinking about what we want to be improved. The language that is being restored is more than 15 years old. As we move forward, we will need to turn our minds to ways in which we can improve our working conditions and the learning conditions of our students. We will engage our members in that process because your concerns and ideas will help shape our direction.

Please find overleaf some comments from Matt Westphal, our first Vice President elect for next year, and Mark Keelan, (former grievance officer 2001-2004) recently elected to a new two year term, about implementation.

Cont'd next page

June 2017

STA Full-time Table Officers

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Julia MacRae
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Andy Nesdoly
Kelli O'Malley

Secretary-Treasurer: Karen Moon

Members at Large:

Helen Kelsey
Erin Coleman
Gavin Hainsworth

Teachers Teaching on Call
Representative: Nicole Jarvis

The implementation of the restored language has been a frustrating process. In some cases, the language is not as good as people remembered; a good example would be on class composition, where the limits are mainly about low incidence designations, not high incidence designations such as learning disability or mild intellectual disability. Also, the interplay between the District and the BC Public School Employers' Association has sometimes involved each of them claiming the other is responsible for some positions that we believe have no legal merit.

It certainly came as a shock to learn that, according to the employer's reading of the restored language, LST not only did not increase, but decreased by 66 FTE for next year, resulting in disruption to student support and teachers' jobs at almost every school. At times it feels as though the other side is seeking to delay in order to save money.

Then again, if the Supreme Court of Canada had followed its usual timeline for issuing a decision, we would not have found out that we'd won until April or May, and it would have been extremely challenging to get any changes in place for September. Things are far more hopeful than they were at this time last year.

Submitted by Matt Westphal 2nd vice President



It is important to look back and remind ourselves of what we lost when the BC government stripped our collective agreement in January 2002. One of the things the contract stripping facilitated was the Surrey School District's implementation of the current LST model.

Prior to the government's legislation, the District was required to provide students with teachers who had the individual specialties of helping ESL students acquire language skills, providing support to students with severe learning disabilities and providing learning assistance to students who needed it.

Because student-teacher ratios and or caseloads for these individual specialists were removed from the collective agreement, the district was able to move away from having individual specialists towards the more generalist LST. Combined with larger classes and less support for students with other special needs, these changes removed needed supports for students and teachers.

Submitted by Mark Keelan

Teachers may be interested in joining one of these STA Committees

Anti-Poverty Committee:

This year we put on a dinner series, which invited teachers to delve into the issues surrounding refugee students, such as explanations for their behaviours that teachers might be seeing in class, an overview of what it might mean to have lived in a refugee camp etc. We have a dynamic committee, always working to help colleagues be more informed about teaching students who live in poverty, and advocating for a poverty reduction plan. We hope to put on another dinner series next year, and plan to help host a Bright Beginnings gala fundraiser. Come and join us!

Awards Committee:

The Awards Committee selects recipients of STA scholarships and bursaries for children of STA members, and of the Jennifer Wadge Memorial Social Justice Award. Most of its work takes place in the fall. It is also in charge of recommending recognitions such as Honorary Life Membership (although this has not been done for quite some time, we intend to revive this practice). It is inspiring to see what our student applicants are doing, and to find ways to honour colleagues for their service.

Bargaining Committee:

Bargaining Committee consists of 9 members (3 secondary, 3 elementary, 1 adult educator, 1 TTOC and 1 non-enrolling). The term for this Bargaining Committee will expire when a new Collective Agreement is in place, which means that the members who are currently on the Committee will be negotiating a new Collective Agreement. So far, this committee has been meeting once a month but with the upcoming bargaining, a substantial level of involvement will be required (school visits, grievance and policy reviews, member surveys, etc). There will be a lot of training opportunities for members such as training provided by the STA as well as through Zone Meetings, FLI, the BCTF Bargaining Training and the Bargaining Conference. If you are interested in participating in this important process, consider joining this committee as a TTOC representative.

Convention Committee:

This year we had over 3400 people register for our fabulous convention which was held May 5th at Johnston Heights, Kwantlen Park, Earl Marriott and in 18 excursions. The committee recruited workshops and excursions, scheduled the sites, booked the keynotes, chose the menu, recruited student and teacher volunteers for the day, and hosted our colleagues at one of the biggest PD events in BC. Next year we hope to re-jig the sites' organization, perhaps having sites organized thematically rather than by grade level, or reorganized in some other way. We need teachers who are passionate about Professional Development to join the committee and help us expand and improve our excellent event.

Economic Welfare Committee:

This committee oversees our contractual benefits like the extended health plan, medical plan insurance coverage, all salary category changes and job share issues. Please consider joining, as it can be really helpful to have input from this committee as we get ready for bargaining.

Education Governance Committee:

This committee focuses on major topics of concern to teaching and the work we do in schools, investigating such things as year round schooling, corporate intrusion into schools, accountability contracts etc. The committee can provide research and in service to members and recommend policy changes to the STA and the BCTF. Interesting work in changing times!

Finance Committee:

Serving on the Finance Committee is interesting and rewarding, as we help oversee the financial affairs of the STA. Working closely with some of the dedicated table officers of our incredible union and feel connected to our profession in a new way. If thinking about finance, budgeting, and helping steward our resources is interesting to you, why not join the finance committee?

Grievance Committee:

We examine issues in the district that contravene the collective agreement. This committee meets once a month. There are training opportunities for members throughout the year. We also receive updates on arbitrations. If you are interested in learning more about the contract and the issues affecting teachers, consider joining this committee.

Health and Safety Committee:

This committee reviews monthly District stats on injury and illness reports in order to identify trends and issues around safety of workers and the effectiveness of the resulting investigations and remedies. The STA Health & Safety Officer and the STA representative report on discussions and issues identified at the monthly Joint District Health & Safety Committee meeting. There are training opportunities for members of the committee as well as opportunities for release time to do work of the committee.

International Solidarity Committee:

This year we advised the executive on the disbursement of the International Solidarity fund, and successfully invited the locals of both Vancouver Secondary and Vancouver Elementary to join us in supporting our work with FECODE (the Federation of Colombian Educators') "Peace Schools" project. This aims to assist teachers and schools to participate in the Colombian Peace Process through preserving historical memory and promoting pedagogy of peace as appropriate in school communities. This coming year we are hosting a Cross Border Conference in late Feb., 2018, for BC, Washington and Oregon teachers. Finally! An international solidarity event for classroom teachers! Come join this committee to help us plan!

Labour Affairs and Education Committee:

This year as in previous years, our members have attended meetings at the New Westminster & District Labour Council meetings. This is a great opportunity for teachers to learn about the greater labour community of which we are a part of. We have also had our film & dinner night. We look forward to showing more exciting films in the future. One of the highlights of our year is attending the Pacific Northwest Labor history conference. This year it took place in Vancouver. Next year, we look forward to sending members from our committee to the one taking place in Seattle.

Ad hoc LGBTQ Committee:

We are proud to say we feel we were instrumental in getting some LGBTQ-positive things happening in our school district recently, such as our Pride Prom. We want to continue work to pressure the district to enact policy changes that continue to protect, respect and include all sexual orientations in our staff and students. Come join us Sunday June 25th to celebrate Surrey Pride at Holland Park!

Political Action and Public Relations Committee : (PA/PR)

The PAPER committee was very active this year organizing to promote the cause of teachers and education for the Provincial Election. Our aim was to ensure that most if not all teachers would be motivated to vote and engaged in the process. We made chat cards to encourage early voting and stickers and buttons for teachers to show their pride at being Surrey teachers. We concentrated also on the nine ridings in Surrey, and to that end we interviewed candidates and published their responses for all teachers who teach or live in Surrey. We also worked on developing the STA ad campaign to help voters pay attention to education issues. Next year the committee may be involved in another provincial election campaign, depending on what happens with the new government in Victoria, or we may start working on the next Trustee election. If your passion is politics, this is the committee for you!

Professional Development Committee:

This is a wonderful committee where we get to help teachers follow their Professional Development passions and interests. The committee meets once a month to discuss upcoming Professional Development events, generate workshop ideas for Professional Development Days and make decisions on Individual Funding Forms that are being appealed. The Pro-D committee often collaborates with other committees, such as the Anti-Poverty Committee and the Aboriginal Committee to help bring in speakers and create inspirational Professional Development Days. The Pro-D Committee helps organize and staff the November Professional Development day, the Focus Day and help out where needed on the Convention Day. Every year we take a look at our STA ProD policies and we try to always improve access and fairness. If you are passionate about Pro D, this committee is for you!

South Asian Student Advocacy by Teachers Committee:

While South Asian-focused, SASAT is secular, inclusive and committed to connecting each person from all backgrounds to opportunities for active engagement. We provide an accessible, safe, and culturally affirming space. The mandate of the South Asian Advocacy by Teachers Committee is to educate students, teachers, parents and the wider school community in order to better support the development of South Asian youth and parent participation in school activities. Our purpose is to increase SAATC self awareness and to empower students, teachers, and parents to develop their educational, social and cultural potential. As a member of our committee, you will be asked to meet to plan, develop new initiatives and advocate for our students, teachers, parents and community at large. Please join us, we most certainly welcome all of you!

Status of Women Committee: (SW)

Given the high levels of stress our members have been experiencing, the Status of Women Committee has hosted two wellness events and have another wellness night on June 15th. The Anti-Violence Awareness for Women event will take place again on that date. The wellness events are open to all Surrey teachers and we invite all to attend. In addition, we put on the Grade Seven Girls' Conference with 370 girls participating in leadership events helping them to make a smooth transition to high school. This hard-working, dynamic committee welcomes new and former members.

Teachers interested in Multicultural Education Committee: (TIME)

Our goal is to promote multiculturalism and racial acceptance in all Surrey schools. This year the committee has lacked members but could be revived if teachers are interested in getting involved. In the past we have organized resource displays, hosted events, and helped teachers find funding for projects at their schools. We have also advocated for the hiring of more teachers from visible minorities. The committee could go in a new direction! If you are interested in providing some leadership for it, why not step up?



New Executive Committee!

At the Annual General Meeting held on May 17th 2017 we elected next year's Executive Committee:

President - Gioia Breda

1st Vice President - Matt Westphal

2nd Vice President - Julia MacRae

Grievance Officers - Mark Keelan along with Joanna Cerazy and Kristine Olsen (Health & Safety), who continue with their 2nd and final year

***Professional Support Services Officer** - Anne McNamee

Secretary-Treasurer - Pauline Veto

Local Reps to the BCTF - Kevin Amboe, Violette Baillargeon, Laura Barker, Jatinder Bir, Lizanne Foster, Annie Ohana

TTOC rep - Andy Liebermann

Members at Large - Helen Kelsey, Kelli O'Malley

Professional Development Officer - June James

Member at Large - Aboriginal member - Marjorie Dumont

One Member at Large - Will be elected in September, vacancy created by June James' election in June

STA Scholarships and Bursaries Application Reminder!

Each year, the Surrey Teachers' Association awards scholarships, bursaries, and the Jennifer Wadge Memorial Social Justice Award to the children of STA members. The STA also offers certain awards, including the Jennifer Wadge Memorial Social Justice Award, that are open to all students at Surrey public schools. This year, to children of STA members, the STA will be awarding six \$2,000 scholarships, six \$2,000 bursaries, and two \$2,000 Jennifer Wadge Memorial Social Justice Awards. In order to be eligible for any of these awards, applicants must be the graduating children of STA members active during the applicants' graduating school year. Applicants will only be considered if they have graduated from a public high school in a school district.



We encourage applicants to apply for all awards for which they feel they meet the criteria, although an individual is only eligible to receive one of the awards. This year's deadline for applications is September 5th 2017.

The Surrey Teachers' Association Awards Committee is elected each year at the June STARA meeting. The committee is comprised of four elected members-at-large and the STA Second Vice-President, who serves as chair of the committee. The committee will meet in September to select award recipients. The awards will be presented at the October STA General Meeting. Scholarships will be awarded based on academic performance and school and community involvement. Bursaries will be awarded based on financial need and school and community involvement. All applicants must provide proof of acceptance to a post-secondary institution.

Announcing the Jennifer Wadge Memorial Social Justice Award!

The STA has created the Jennifer Wadge Memorial Social Justice Award to commemorate our former president, Jennifer Wadge, and honour her commitment to the social justice values of our union. There are six awards of \$2,000 each:

Four awards of \$2,000 each, open to any student graduating this year from a Surrey public secondary school: apply to STA by **May 12, 2017** **Jennifer Wadge Memorial Social Justice Award for graduating Surrey students**

Two awards of \$2,000 each, open to students graduating this year from any public high school, who are children of STA members: apply to STA by **September 5th, 2017** **Jennifer Wadge Memorial Social Justice Award for children of STA members**

Some of the most important criteria for these awards are the applicant's involvement in social justice work in the school and community, and their written statement on social justice issues.

Deferred Salary Leave Plan:

Did you know that ever since September 2016 you can apply to the district to have them pay you less for 4 years and then take the 5th year off? This was one of our gains after the 2014 bargaining process.

This plan has a number of benefits for a teacher in their career, besides the most obvious, of a year of renewal and time to explore whatever you want, you are probably also in a lower tax bracket each of the 4 years leading up to the leave.

The plan “enables eligible employees to plan and finance a leave of absence for a period of not less than one full school year. The Plan allows employees the opportunity to self-finance a Leave of Absence since by authorizing the School District No. 36 (Surrey) to set aside, over a limited period of time, a portion of the employee’s salary prior to the leave of absence. The salary held by the employer is not subject to income tax and Canada Pension Plan premiums until it is paid to the employee during the Leave of Absence. The DSLP is voluntary and subject to approval from the School District.”

Applications for enrollment in the plan must be received at least 2 months before the deduction pay period is to begin, so for teachers not on the 12 month pay plan, that deadline is July 1 for the coming school year. Details of the agreement can be received from the Human Resources clerk assigned to your alpha.

Summer Pro D tips:

If your school voted to hold a Summer Pro D this coming August, here are some things to remember.

- It is optional to attend.
- The in-lieu day(s) must be attached to a specific Pro D day(s), and set out in advance when you vote.
- When the vote takes place, the topic/ plan of the summer Pro D day must be set out in advance as well.
- If you are sick on the day of summer Pro D, and don’t attend, then you must attend the corresponding Pro D day in the school year.
- The summer Pro D day cannot be a “self-directed” Pro D day. It must be organized by your school summer Pro D committee.
- The summer Pro D events/ workshops shouldn’t use up the entire Pro D budget for your school, as teachers who don’t attend should also have access to Pro D funds.
- Bear in mind that if you don’t attend summer Pro D, you will get the chance to attend excellent workshops and opportunities put on by the STA and the district on the November and February Pro D days.



PROFESSIONAL DEVELOPMENT

Winners of our international conference 2017 draw!

Congratulations to Elaine Wong from Fraser Heights, Camila Muir from Elgin Park. Shauna Nero from DEC, and Lauren Lunghamer from Enver Creek!

Each of these lucky teachers has won **\$2500** to spend on attending a conference in their subject area at an international location! We look forward to their reports upon returning.

Reports from our International PD Draw 2016 winners!

Christie Weigel - HT Thrift Elementary

"In early January, I was privileged to be able to attend the Hawaii International Education Conference in Honolulu. The four day conference provided a myriad of learning opportunities for educators of early childhood to post-graduate students. The conference was not what I expected, it was so much better! Listening to researchers passionately presenting their findings was absolutely inspiring. (So was the spectacular Hawaiian setting!) Thank you, colleagues, for the opportunity to explore and enhance my professional learning with teachers from all over the globe.

During my sessions on literacy and reading interventions, I heard from mostly American presenters who described current practises in Language Arts instruction. Often, they referred to a basal reading series as "curriculum." I was able to share a little bit about how teachers where I come from exercise professional autonomy in choosing resources we feel best suit our students' needs, and felt grateful and proud to be a Surrey teacher!

Another thing I found most fascinating was the suggestion to deepen awareness of academic concepts through links and common language in the Arts. For example, a discussion of theme in literature could be extended by an exploration of theme in a musical composition, or a project about motion in physics could be enhanced by observing movement in ballet.

How about you? Are you interested in hearing about current educational research happening around the world? Do you enjoy international travel? Are you ready to learn something that will positively impact your professional practise? Please think about applying for the International Conference Pro D draw... you should go!"

Erica Campbell - North Ridge Elementary

Nestled in the Hilton Hawaiian Village on the beautiful Island of Oahu, I had the pleasure of taking part in the 2017 Hawaiian International Conference on Education (HICE), this past January. I can't begin to express my gratitude for being able to take part in this amazing opportunity with teachers from all over the world. Applying for and winning the International Pro-D funds will remain one of my cherished gifts in my teaching career. The conference covered such a variety of topics, from outdoor education, collaborative and cross-curricular curriculum planning to differentiating for student needs and supporting ELLs in the classroom. The keynote, Keoni Kuoha, founder of Papahana Kuaola outdoor school, was inspirational. Speaking in both English and his native Hawaiian, he made me laugh, reflect, cry and relish in the joys of my profession. All in all, my experience connected me to so many tuned in, curious and passionate educators. I received invitations to come visit Universities and schools across North America and returned home inspired and confident enough to co-lead a workshop at our recent STA Conference!

Apply for the International Pro-D funding, the opportunity to grow as a teacher and connect with your educational brothers and sisters is so very worth it!

Roger Williams, Fraser Heights Secondary

A summary of some workshops attended during the NSTA conference in Los Angeles.

Bill Nye

As always, his lectures are informative and full of humor. The scientific evidence for climate change presented was compelling. He did suggest several methods that could mitigate some of the effects such as using proven alternate energy sources. However, rising sea-levels and more frequent and energetic storms are part of our future.

1 2 3 lift off

This was a workshop organized by NASA and emphasized project based learning. They suggested assigning specific roles within a team such as Project Manager, Scientist, Engineer and Logistical, each with particular tasks assigned to them. The project we were assigned was to design a satellite using set materials.

Physical Science Demos

Great to get about 20 useful junior science, chemistry and physics demo's that we can do with common materials. Examples included a wave generator, pulley system capable of moving a student, a pressure differential bottle and a singing tube. An excellent workshop.

Photosynthesis/Cellular respiration

This workshop focused on using the difference in pH to demonstrate the use of CO₂ in Algae beads. Although the session was put on by a supplier, the materials were reasonably priced and the lab was effective. We might be able to construct a similar lab using the materials we already have at our disposal.

Astrobiology

We learned about the discoveries made by the space probes in the Jupiter/Saturn region. For example. Titan possesses a prebiotic environment with a methane/ethane cycle instead of a water cycle. We also learned about methods they used to identify exoplanets, including the three most recent ones that might be in orbits that allow them to support life.

Bird Flu, Swine Flu and Pandemic Flu

Interesting and quite scary. We learnt how a faulty DNA polymerase is actually responsible for virus variability. We also looked at how flus can jump species and populations. And with the world as connected as it is, how difficult it would/will be to contain an outbreak.

Retiring this year? Follow the Steps:

- Contact the Teachers' Pension Plan by letter/phone/fax/email and request that a retirement package be sent to you.
- If applicable, via the Teachers' Pension Plan you may (a) apply to purchase pensionable service arising from a leave of absence within the past five years; (b) apply for child rearing drop-out credit; and/or (c) apply to transfer service from another pension plan.
- Contact the Surrey school district to find out when your current health benefits end to ensure you have continuous coverage until you have chosen a new Extended Health Benefits (EHB) plan. Contact Payroll at Human Resources, Retired Teachers' Association, and the Teachers' Pension Plan for information about the different EHB plans they offer.
- Prepare your resignation letter to be sent to your employer 30 days prior to your date of retirement.
- Consider converting your current group life insurance to an individual life insurance policy by contacting the BCTF.
- Contact the BC Teacher Regulation Branch as to the membership requirements for the following school year should you wish to remain eligible to work in the BC public school system after retirement.
- Consider joining the BC Retired Teachers' Association. Contact them at www.bcrta.ca
- Contact the BCTF Income Security Division if you have questions related pensions.
- Contact the STA to inform us of your retirement and to get details about the fabulous STA retirement dinner held in June.



Reflections On My Learning

By Mary Ellen Stewart

International Professional Development Opportunity

I am extremely grateful to have had the opportunity to benefit from the STA International Professional Development Funds last year in the summer of 2016. I choose to go to Santa Barbara California to do a five day "Learning and the Brain" workshop with Judy Willis MD, M.ed. The workshop was called "Neuroscience and Executive Skills: Strategies for Executive Functions, Memory and Learning. It was an excellent workshop in a gorgeous setting at the University of California, Santa Barbara campus. There were about 100 teachers and other professionals from across the United States, Malaysia and Canada. Each day we tackled another area of Neurological Research and Learning and discussed how it would apply to our students or clients.

This area of research is fascinating. I was a little overwhelmed by the amount of information that I tried to retain and digest from this conference. The top ten concepts I walked away with were the following:

- RAD transforms input into Learning (www.RADTeach.com)
- (R= reach attention (RAS) A= attitude (Amygdala) D= develop motivation and memory with Dopamine)
- Dopamine is a neurotransmitter that promotes motivation, perseverance & memory
- We are in an information age overload....the demand on executive function has accelerated beyond most student's developmental level (will affect organizational skills, complying with instructions and long term planning)
- Strong Executive Functions (ability to focus, self regulate, organize, prioritize, make judgements, think critically and creatively and be open minded/flexible) are increasingly required in the 21st Century
- Children are not born with Executive Function (EF) skills they need to be taught
- We can care and feed executive functions by activating EF circuits, this promotes neuroplasticity in the brain.
- We do this by using techniques to grab student's attention and stimulate their curiosity (be unpredictable, students need to "buy in to the goal")
- The brain seeks patterns and pleasure; we learn through our senses, the RAS (attention filter) selects intake based on change in pattern (novelty, movement, colour, curiosity, the unexpected)
- Self Regulation is often a better predictor of academic outcomes than is IQ or grades (build self regulation through slow paced activities, drawing, thinking before responding, sensory building activities) This too needs to be taught.
- Dopamine Boosters include music, being read to, humour, interacting with peers, movement, choice, gratitude, kindness, optimism

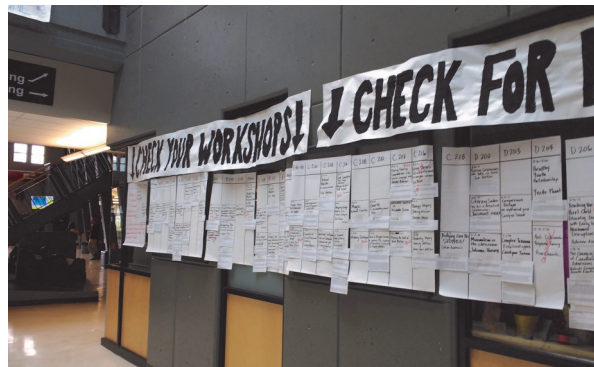
There were two more things that I came away with from this institute. Most of the attendees were from private schools. Many public schools in the U.S are underfunded and in various states of disintegration (I was shocked by this and came away more determined than ever to protect our public schools). The direction we are going with the new curriculum embraces all of the recommendations for optimum learning suggested during this five day course. We are on the right track!

Snacks for Union Meetings at your school

Remember that twice per year we provide up to \$60 per elementary school and up to \$90 per secondary school for refreshments at school union meetings. Submit your receipt to Donna Stewart with a note by June 21, 2017.

Convention 2017 - another big success!

May 5th was a busy day for all, as Surrey teachers attended one or more of the fabulous STA Convention sites. We had Secondary teachers mostly congregating at Kwantlen Park, and Elementary teachers at Johnston Heights, but lots of people branched out by attending the fascinating Aboriginal-focussed site at Earl Marriott, or by joining one of our 18 excursions. With over 200 workshops offered, there was something perfect for almost all of our members.



Over 3400 teachers registered in advance, which is great! Considering just a few years ago we only pre-registered about 1000 teachers, we can point to significant growth. We are so proud of how many Surrey teachers stepped up to give workshops, facilitate sharing sessions and host excursions. It is just wonderful to see so many colleagues offer leadership in this way to their colleagues and profession.



Anne McNamee Pro D Officer, Candy Palmater, Gioia Breda President

WHAT ABOUT NEXT YEAR?

We know parking pressure is a problem at our main sites, and we hope to alleviate this by distributing our convention into 4 main sites, perhaps organized thematically.

We would love to see more excursions offered, and our concept of excursions also includes events taking place at another site, such as we have seen different LSAs host; the Surrey Art Teachers' LSA has arranged a visit to a ceramics studio, a workshop at the Museum of Anthropology, and a Gallery workshop at the Audain Gallery in Whistler.

Perhaps you want to work at your school with some colleagues on a certain idea? Why not make that into an excursion workshop where colleagues from other schools could join you?

We need passionate teachers to join our committee and help guide the future of the STA Convention, could one of those passionate teachers be you?



Julia MacRae, Karen Moon

Recovering Your Lost Preparation Time

by Sue Heuman, Grievance Officer



With the increasing number of situations when TTOCs have not been available and non-enrolling teachers are often asked to cover classes, teachers (both enrolling and non-enrolling) should be aware that lost preparation time can be recovered under specific situations. Article D.4.9 Lost Preparation Time:

“where an employee loses preparation time as a result of system-imposed factors such as covering other classes when a teacher-on-call is not available or in an emergency situation. (e.g. See Article D.27.4.c)”

The Principal or Vice-Principal should be keeping a record of any such loss, and the teacher should be initialing this record of lost preparation time. Administration and the teacher should agree to a convenient time for the teacher to recover the lost preparation time. If that is not possible, due to the ongoing situation with lack of TTOC coverage, then a summary of all lost preparation time should be sent to Human Resources on the last school day of each month, with a copy to the STARA representative at the school.

If the preparation time is not able to be recovered this year it is carried forward to the next school year.

Please make sure that you are recovering all the lost preparation time that is owed to you. Also, in order to avoid one segment of the school population consistently losing service the STA continues to recommend that your school staff committee recommend a motion to all staff that a rotating schedule be created for all non-enrolling teachers and administrators to be used to cover TTOC shortages.

Enrollment in Optional 12 - Month Pay Plan

Applications for the Teacher Optional 12 Month Pay Plan for the next school year must be received in the Payroll Department by June 15th. (Note: Those already on the plan do not need to re apply) Enrollment forms and Frequently Asked Questions (FAQs) are available in the HUB at Surreyschools.ca



Relinquishing Your Contract to Work as a TTOC

If you are considering relinquishing your contract with the district, please contact the STA for advice. This decision has ramifications for your seniority, layoff date and benefits. We have had a number of teachers call the STA who did relinquish their contract and now find that they have no seniority and have been laid off.

If a teacher works another 73 days (this school year) and is awarded a contract their seniority date is only retroactive to when they signed this contract. Please call the STA.

Jennifer Wadge Social Justice Award Ceremony



RETIREMENT DINNER CELEBRATIONS!!!

