



Thursday, October 5th World Teachers' Day

Join your colleagues in celebration of World Teachers' Day on Thursday, October 5th! Your STA will be hosting events at THREE venues in the city: Central City Brew Pub, Brown's Social House on 16th, and The Henry in Cloverdale.

We encourage you to talk-up this event with your colleagues as we have hundreds of new teachers in our schools this year. Please reach out to staff members who are new to the profession, new to the district, or new to your school. Welcome them warmly into our community! We want to see LOTS of teachers at these events!

Take advantage of this opportunity to relax, and catch up with friends throughout the district. As they said on 'Parks and Recreation,' "Go on, treat yo'self!" :D You deserve it!

REGISTER HERE to confirm your attendance. **CLICK HERE** for more information about World Teachers' Day.



Change to Childcare for STARA Meeting

Do you require CHILDCARE for the upcoming STARA meeting (Oct. 18)? Our nanny service now requires information of children's names and ages further ahead of time. **If you will be needing childcare, please let us know, ASAP!** Send an email to: esther@surreyteachers.org Alternatively, you can use your own provider and submit the receipt to the STA.

Implementation update: LST CRISIS

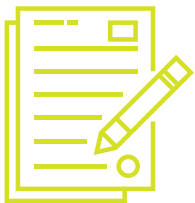
In a year when we hoped support for our most vulnerable learners would be returned, the reality is that 66 LST positions were cut across the district due to advice from BCPSEA on 'how' to restore the language. We have also grown by 1200 new students! Support for our most vulnerable students and the working conditions of our LST colleagues is worse than ever. Despite knowing the cuts were coming, nothing could really prepare us for the devastating reality.

Last Spring, members of the STA met with experienced LST teachers to ensure we had a strong understanding of how that language had been applied prior to its being illegally stripped. Where the District disagreed with our position, we followed the dispute resolution processes through the Memorandum of Agreement, and when that was not fruitful, we proceeded with our grievance process. Throughout September, we met with both HR and senior management to illustrate the untenable situations members and students have been facing since the start of the year to encourage the District to come back to the table and find an appropriate resolution. Thank you to those members who reached out and shared your heart-breaking experiences. We have been using those stories to really illustrate for the District the impact of their decision. The Employer has approached us this week to try a final attempt at resolving some of our concerns before arbitration. While we remain hopeful for some resolution, we have set up meetings with Surrey MLAs to help our new government speed up their processes and give BCPSEA a new direction. We are also working on setting up a meeting with the Minister of Education. The Liberal government may be responsible for having orchestrated the chaos that is playing out across our District but our current government needs to act more quickly and give clear direction to our District to change its interpretation. We will keep members updated as new information comes our way.

Friday, October 27 New Teachers' Induction and Conference

Congratulations, you've got a contract!! New teachers, this is for you! If you are a beginning teacher, in your first or second year of contract teaching (full or part time), you are invited to attend a one-day Conference and Induction Ceremony. Release-time and a yummy lunch are provided! Learn about your rights and responsibilities as a BCTF/STA member in your role as a new teacher. There will be lots of useful information, and draws for some awesome prizes! Please share this opportunity with all the new teachers at your school. Advance registration is required. [CLICK HERE](#) for more information and to register.

Please note: Teachers Teaching-on-Call who do not have a part-time contract are not eligible to attend this event. We will hold a TTOC event in Spring. Please look for other STA-sponsored TTOC events.



Failure to fills: How to track the impact

Colleagues, while we've been tracking failure-to-fills in past years, this year we are particularly concerned in having it tracked because of how the TTOC shortage may impact a number of district-wide ratios. We are concerned that the district may fail to meet its district-wide ratios for LST, by having service to those students pulled routinely to cover failure-to-fills, particularly in elementary school. This may affect other ratios such as Teacher-Librarian as well. Please see the attached Failure-To-Fill Tracking Form. Staff Reps, please help colleagues track this information. As we are a month into the school year, please fill it out retroactively for September as best as you can as a school. Please forward a copy to Gioia (pres@surreyteachers.org). This data will help us understand whether ratios are being met and also advocate to the District with respect to the impact of failure-to-fills. It would be most helpful if that could be sent to us monthly.

Call for Resolutions for BCTF Annual General Meeting

The deadline for resolutions to the BCTF Annual General Meeting is mid-December. The first meeting of the STA Resolutions Committee is October 18th. Please see the attached form for more information about the call for resolutions, the Resolutions Committee, and the form for submitting a resolution for consideration to the committee. If there are things that you would like to see the BCTF do, or you have an idea for how to improve the BCTF, this is one way to try to make that happen.

Release Time for Staff Reps to Facilitate Best Efforts Conversations With Admin

As we work to ensure that the test of 'best efforts' has been made to restore our class size and composition language, we will need the help of our Staff Reps to determine if 'best efforts' were made at your school. We are asking you to take some time to gather necessary data and verify the efforts made at your school. We are putting a package together that we will send out to Staff Reps in the coming days to help give them some structure to carry out that work. We know that we are asking a lot of you and carried the following motion to help facilitate that work:

"THAT staff representatives be released up to 1.0 day for schools with up to 600 students, up to 1.5 day for schools with 601-1200 students and up to 2.0 days for schools 1201+ students, to gather necessary data to verify best efforts at school level to comply with restored class size and composition provisions with funds to come from PEAP."



The Select Standing Committee on Finance and Government Services Wants to Hear From You!

The Select Standing Committee on Finance and Government Services invites British Columbians each year to provide input that will help shape next year's provincial budget. For instance, more supports for our most vulnerable students don't need to wait for a new collective agreement. [CLICK HERE](#) to participate.

FSA Materials in Other Languages

We have sent out FSA materials to all elementary schools. Some were sent via pro-d reps who were at the STA office for training. However, given our compressed timelines this year and a delay in obtaining translated versions of the FSA materials to be distributed to parents, we had to send the FSA materials in English only. We now have the FSA materials available in Punjabi, French, and Chinese. If your school requires materials in these languages, please contact Esther Young at esther@surreyteachers.org and let her know how many copies you require. Please note that, given District courier timelines, we will be unable to get the materials to schools before next week. If you need them for distribution this week, then someone from the school will have to call the STA at 604-595-5353 to request the copies ahead of time, and then come to the STA to pick them up.

VARIANCE APPLICATION/APPROVAL PROCESS

The process of looking at possible variances to the school day for 2018 – 2019 secondary classes has begun! Article D.22.1 of the collective agreement limits the length of a school's instructional day. Some courses involve multi-grade classes that do not fit neatly within a timetable designed to comply with the collective agreement. For years, the Association has approved a limited number of "variances" to the instructional day in order to accommodate such courses. Most of the approved variances are for fine arts classes.

Staff Reps at Secondary Schools have received information and application forms have been forwarded to the Fine Arts Department Head. The following criteria apply:

- a) The course(s) could not be offered during the instructional day, (not during lunch break)
- b) The course(s) is a provincially or locally developed course where students are enrolled. i.e. cannot be a "drop in" or tutorial session,
- c) The course(s) is multi-grade AND it is educationally sound/appropriate to run it as a multi-grade course, and
- d) If not multi-grade, the course(s) may be a fine arts foundational course (such as Jazz 8)

The Variance Application forms need to be completed, and returned to the STA office, by **November 14, 2017**. Please contact Mark Keelan: grieve@surreyteachers.org if you need further information.

OPPORTUNITIES FOR MEMBERS

Great Bear Rainforest

The BC Teachers' Federation (BCTF) is seeking up to four teachers to serve as planning session participants for the Great Bear Rainforest Resource Development Project. Please consider applying. More information can be [FOUND HERE](#).

STA Mediation Service

Your STA Executive Committee will appoint up to 2 Surrey teachers to the STA Mediation Service. Successful applicants are appointed for a three-year renewable term. Release time will be provided to attending training in conflict resolution and mediation, as well as to conduct mediation sessions.

More information about the service can be [FOUND HERE](#). Teachers can apply using the attached [CV FORM](#).



Call for Workshop Submissions

The BCTF is currently accepting workshop proposals for their upcoming New Teachers' Conference in March. If you have an idea for a workshop that could be valuable to those teachers new to the profession, why not share your expertise? [CLICK HERE](#) for more information about workshop proposals. [CLICK HERE](#) to submit your workshop.

Mentorship Advisory Team

The STA Executive will appoint up to 2 teachers to the joint STA/SD36 Mentorship Advisory Team. The Team will be made up of an equal number of STA and District appointees, and will work with the Mentorship Helping Teacher to design the Mentorship program, and guide its operation. Release time will be provided as needed for the committee to do its work. It is very important to have teachers who have participated in mentorship, either as a mentee or a mentor, on this committee.

If you are interested in this opportunity, please return the completed [CV FORM](#) to the STA office by **Friday, October 6th**. Contact Anne McNamee at services@surreyteachers.org if you have any questions or need more information.



Volunteer as a Peer Support Consultant!

The STA is seeking applications from teachers who are interested in volunteering with the Peer Support Program, which is jointly funded and coordinated by the District and the STA. [CLICK HERE](#) to access more information, and the application form. Please return your completed application to the STA office by **Friday, October 6th**. Don't hesitate to contact Anne McNamee should you have any questions.

PROFESSIONAL DEVELOPMENT

Thank you to all who signed up for the 2017 PSA Super Conference!

We are happy to announce that it is sold out!! There will not be any registrations at the door. For those that were able to sign up, please consider going back in and purchasing a membership for a PSA (or two) of your choice. Check out the PSA AGMs. Some will have door prizes, and snacks.

Note: The only way to get into the building for the conference is with your registration badge. The bar code will be emailed to you, so check your email address about a week before the conference. (Also, check your junk boxes.)

If you missed out on the Super Conference please check the other PSA conferences at BCTF.CA.

DO YOU KNOW...? WE NEED INFO!

Secondary Teachers on a Split-Shift Schedule

If you are a secondary teacher who has been assigned to teach a split-shift schedule, we want to hear from you! For example, if there are 5 blocks in a day, and you're teaching block 1 AND block 5. Or if you're on a .57 contract, and your blocks are staggered 1 in the morning, 1 in the afternoon. Contact Joanna Cerazy at grv-spt@surreyteachers.org.



Classroom Space Issues

Some schools are adding additional divisions to accommodate increased enrollment, and we are starting to hear from non-enrolling teachers who are losing their classroom space. Please let us know if this is happening for you, particularly if there are other spaces available in the school, such as a multi-purpose room or a daycare.

Integration Support Caseloads

If you are an Integration Support Teacher (IST) and have more than 15 students on your caseload, please let us know. Contact Joanna Cerazy at grv-spt@surreyteachers.org.

Owed Prep Recovery

If you know of any teacher who left the district last year (maybe they retired, or moved to teach in another district closer to home), and they were still owed prep-recovery, we want to hear from you (and them!). Please pass on their names to the STA office.

Pay Increment Upgrade

Each September, teachers who have accumulated 10 months service by the previous June 30, should move up another year on the salary grid. Teachers are responsible for checking their pay slips, –bottom left corner–for the correct category and year. The District will generally pay only 30 days back from receiving notice of an error, even if they made the error. This could cost you hundreds of dollars in pay, as well as pensionable earnings. Please check your payslip and contact Payroll if you think a mistake has been made. If you are unable to resolve the error, contact Mark Keelan, grieve@surreyteachers.org to advocate with the district on your behalf.

Register your personally owned materials

Teachers who incur damage or loss to personally owned professional materials brought to workplace as teaching aides will be compensated to a maximum of \$750. However, in order to receive compensation, each teaching aid has to be registered in the school office at the beginning of the period of time it is kept in the school, a realistic estimate of the value of the aid needs to be recorded with registration, the loss or damage has to be more than five dollars and it cannot be the result of negligence. (Collective Agreement, Article B.7.3)