

Monday Memo

Upcoming Dates

OCTOBER

10 Executive Committee Meeting

13 BCTF Zone Meeting
Child Care Request Deadline

18 STARA Meeting
[Deadline for Resolutions
for BCTF AGM](#)

20 Pro-D Day

23 [Deadline for Volunteer
Applications \(Peer Support
& Mediation\)](#)

26 [Surrey Primary Teachers'
Association Workshop](#)

27 [STA New Teachers' Induction
& Workshop](#)

30 [Deadline for NTC Workshop
Proposals](#)

NOVEMBER

3-4 BCTF Representative Assembly

7 Executive Committee Meeting

10 Non-Instructional Day

13 Statutory Holiday
(Remembrance Day)

The LST Crisis: The Right and Responsibility to Advocate

The most surprising and disappointing aspect of the restoration of our collective agreement is that LST not only did not increase as it should have, but it was cut by 66 FTE across the District. Our understanding is that this cut is the result of a directive from BCPSEA. The result is that there are not enough LST teachers to provide students with the support they need and deserve. As a result, LST teachers receive questions from parents about why their children are not receiving enough support, and sometimes wonder what they are allowed to say. We have the following suggestions for how to handle such conversations:

- You certainly can discuss individual students' needs with their parents and guardians.
- You can tell parents what support the school is providing the students, and be honest about what support is not available.
- You can inform parents that LST support has been cut this year as a result of provincial cuts. If parents want to know more about why that has happened, please suggest that they contact the principal and/or the District, as well as their MLA.

The duty of fidelity requires that you not criticize your employer: the Surrey School District. Provided that you are factual about what the needs for the student are, what resources are available (or not), and do not frame it as a criticism of the District, you have the right to have these conversations with parents. Indeed, it is important for parents to have the facts about what is happening, so that they can advocate for their children with the District and the Province.

The law is on our side when it comes to teachers' ability to have such conversations with parents. The following article appeared in BCTF Teacher Newsmagazine, Volume 16, Number 6, May/June 2004: "Teachers' right to inform parents about cuts affirmed"

*In the fall of 2002 teachers around the province used a card to show parents the changes in the size of their class since the B.C. Liberals removed class-size limits from our collective agreement. Some school administrators and boards told teachers they were not allowed to share that information with parents during parent-teacher interviews. We have just received a ruling from arbitrator Don Munroe that states that teachers not only have the right to distribute those cards, **they have the right to discuss any information regarding the state of public education in the province with parents during parent-teacher interviews.** According to Munroe's ruling, teachers do not have a duty of loyalty or fidelity to the provincial government. Munroe has upheld a provincial grievance filed by the BCTF on November 6, 2002, and determined that attempts by school boards to prevent teachers from using school bulletin boards, parent-teacher interviews, and other means to advise colleagues and parents of the Union's and its members' views with respect to class size and bargaining matters are violations of teachers' rights to free expression under the Charter. [Note: The B.C. Court of Appeal upheld Arbitrator Munroe's decision.]*

STARA Meeting

STARA = Surrey Teachers' Association Representative Assembly; used in reference to meetings held (usually monthly) of the Staff Representatives from each elementary/secondary school in the district.

Are you interested in learning more about what's going on in the district, and the role of the Union? STARA meetings are open to all Surrey Teachers, but voting is limited to those who have been elected as the Union representative at their school. If you require CHILD CARE for the upcoming STARA meeting on October 18, let us know & we can help! Our nanny service requires of the names and ages of children needing care during the meeting. Email esther@surreyteachers.org ASAP. You can also obtain childcare through your own provider, and submit receipts to the STA for reimbursement.

Importance of Tracking "Failure-to-Fill"

Did you know that **last Friday, October 6th**, there were **123 failure-to-fills**?!

Colleagues, this year we are particularly concerned in having ALL THE FAILURE-TO-FILLS tracked not only because of the TTOC shortage, but as well as a way to verify if the District is actually failing to meet its district-wide ratios for LST, by having service to those students routinely pulled to cover those failure-to-fills -particularly in elementary school. Please [CLICK HERE FOR MORE INFO & FORM](#). Staff Reps, please help colleagues track this information! As we are already one month into the school year, please track retroactively for September as best as you can as a school. Please forward a copy to grieve@surreyteachers.org. This data will help us understand if ratios are being met, and helps us advocate to the District with respect to the impact of failure-to-fills.



Humanities Class Sizes

We previously provided advice, based on discussions with the District, that the maximum class size for secondary Humanities would be 25, the same as for English classes. However, new information has come to light indicating that, prior to 2002, the practice in the District was that the maximum class size for Humanities would be 27 or 28. The flex factor could be applied to bring the class up to 30, or 31 in extenuating circumstances (with adjustments made in other classes to ensure that the total number of students over the year did not exceed the sum of the maximum class sizes of all classes). If Humanities teachers have any questions, or classes with 31 students, they should contact the STA for more specific advice.

Reach Out A Supportive Hand: Connecting with New Colleagues

As many of you have already noticed, we have an unprecedented number of new teachers in our schools. This is great news, because it means that the district is working its way towards restoring the collective agreement language that was illegally stripped 16 years ago. However, the speed at which contract positions have had to be filled means that many of our newest colleagues are entering into full-time continuing contract positions without having worked as TTOCs, bypassing the gradual entry into the profession that many of us experienced as we started our careers. We are hearing that many of our newest colleagues are under significant stress, so we are asking experienced teachers to keep a particular eye out for new teachers. We currently have over 250 new teachers enrolled in our STA/SD36 Mentorship Program, which is fabulous! Formal Mentorship is just one part of what new teachers need. Establishing a culture of informal mentorship at schools is crucial for a healthy school community, and for growth of the profession. We encourage you to continue to reach out to the new teachers in your school, whether they are contract teachers or TTOCs, and ask, "How are you doing? Can I help you?"



Strong Union, Caring Schools: A place for everyone

**BCTF Conference for New Teachers,
New TTOCs, and Student Teachers**

March 2-3, 2018

Radisson Hotel, 8181 Cambie Road, Richmond, BC V6X 3X9

Networking | Sharing expertise and ideas
Exploring services and resources

Call for Workshop Submissions:

With an unprecedented number of New Teachers entering classrooms this year, the BCTF is calling on experienced teachers to share their expertise by submitting a workshop proposal 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, please share and support your new colleagues! [CLICK HERE](#) for more information about workshop proposals. [CLICK HERE](#) to submit your workshop. Deadline for proposals is Oct. 30th.

Pro-D News

PSA Super Conference is SOLD OUT!

Thanks to an overwhelming amount of early registrations, BCTF's PSA Super Conference 2017 is completely Sold Out! There will be NO Onsite Registrations at the venue, and there will not be a waitlist.

Please do not come to the conference venue locations if you are not a registered delegate. You will not be able to access the Exhibit Hall (or any conference sessions). Remember to wear your Delegate's Name Badge! They will be checked throughout the event, and those without proof of registration will be asked to leave by venue security.

Parking will be limited around the venues! Carpooling, and using public transit is strongly encouraged.

Other October 20th Opportunities

Did you miss the chance to register for the Super Conference? Never fear! There are MANY other opportunities!

Check out the BCTF Pro-D Calendar: <https://bctf.ca/PDCalendar>

UBC has outlined some suggestions for October 20th: <http://teach.educ.ubc.ca/pd-2017>

The Vancouver Writer's Festival also has workshops and events on October 20th that are of interest to teachers. <http://writersfest.bc.ca/festival-events-october-2017>

Surrey Primary Teachers' Association: Workshop Oct. 26

Surrey Primary Teachers Association is having their first workshop of the year on Thursday, October 26h at Sullivan Hall from 3:45 - 7:00 p.m.

Dinner/snacks/door prizes are included. Michelle Hikida, Richmond SD#38, will be presenting "Inquiry in the Primary Classroom." She will be talking about the different types of inquiry, provocations, and discussing a multitude of examples. Amazing insight and ideas that you can put to work in your classroom right away. To register, please go to:

www.spta36.weebly.com/workshops



Michelle will talk about the different types of inquiry which are doable with our curious younger students.

Concrete examples of inquiry you can start in your classroom next week.

Dinner/snacks and door prizes included.

SPTA Members: \$5

Non-members and out-of-district: \$30

SURREY PRIMARY TEACHERS ASSOCIATION

INQUIRY IN THE PRIMARY CLASSROOM

THURSDAY, OCTOBER 26TH, 2017

3:45 – 7:00 P.M.

(DINNER INCLUDED)

SULLIVAN HALL

6306 152ND STREET, SURREY

Presenter : Michelle Hikida

Michelle Hikida, from Richmond SD#38, will talk about incorporating inquiry throughout the curriculum and sparking the curiosity of our primary learners. A look at opening the big ideas with questions, materials and documentation.

**SURREY
PRIMARY
TEACHERS
ASSOCIATION**

Register:
www.spta36.weebly.com

Opportunities for Members

Friday, October 27 - New Teachers' Induction and Conference

Beginning teachers in their first or second year of contract teaching are invited to attend the STA's day-long New Teachers' Conference and Induction Ceremony. Find out more about your rights and responsibilities as both a new teacher and as a new STA /BCTF member. Release time and lunch are provided, and there will be draws for prizes. Please make sure all new teachers in your school are aware of this opportunity! [CLICK HERE](#) for more information on how to register.

Mentorship



Over 250 Surrey Teachers have registered for the joint SD36/STA mentorship program! This wonderful program is now at capacity and applications are closed, though a Wait-List is being maintained. Thank you for your interest in participating in such a valuable opportunity.

Extended: Volunteer as a Peer Support Consultant!

Deadline for applications has been extended to Monday, October 23.

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](#). Don't hesitate to contact Anne McNamee should you have any questions.

Joke of the Week

**What did the pig say on a hot summer's day?
"I'm BACON!"**

Thanks to Roxanne Pope for submitting this week's joke!

If you have a short, clean, (but not necessarily education-related) joke, please send forward it to hello@surreyteachers.org. When your joke is drawn for publication, you will be entered into the monthly prize draw.



Help Us, Help You!

Do you have information about any of the following situations? Please reach out, and share what you know with us. We depend upon members like you to let us know what is happening in schools. The more we learn, the better we are able to advocate! Send a quick email to Joanna Cerazy at grv-spt@surreyteachers.org.

- **Secondary Teachers on a Split-Shift Schedule**

Are you a secondary teacher who has been assigned to teach a split-shift schedule? For example, if there are 5 blocks in a day, and you're teaching block 1 AND block 5... Or if you're working .57, and your blocks are staggered where you teach one block before and after lunch.

- **Classroom Space Issues**

Are you losing classroom space? 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**

Situations where Integration Support Teacher (IST) have **more than 15 students** on their caseload.

- **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.

Contact Us!

The STA is here FOR YOU!

We want to hear from you; questions, concerns, suggestions, advice - everything!

Not sure who to contact? Send your message to STA@surreyteachers.org and it will get directed to the appropriate person.