

# Monday Memo

## Upcoming Dates

### OCTOBER

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

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- 20 Pro-D Day

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- 23 Deadline for Volunteer Applications:  
[Peer Support Mediation](#)

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

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- 27 [STA New Teachers' Induction & Workshop](#) (Full with waitlist)

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- 30 [Deadline for New Teachers' Conference Workshop Proposals](#)

### NOVEMBER

- 1 [Grade 7 Girls' Conference Planning Dinner](#)

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- 3 Non-Instructional Day for Curriculum Implementation

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- 3-4 BCTF Representative Assembly

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- 7 Executive Committee Meeting

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- 10 Non-Instructional Day

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- 13 Statutory Holiday (Remembrance Day)

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- 14 [Deadline for Variance Application to STA](#)

## Implementation Update: Political Advocacy

The STA has continued to use the dispute-resolution mechanism outlined our Memorandum of Agreement on implementation to try to resolve the cuts to LST. We are currently waiting for a response from the District and hope that an agreement can be reached to post some LST positions this year. While we are aware that this may result in unfilled positions, that would certainly be a better problem to work through than the one we are currently facing. Other parts of our dispute will have to be solved through arbitration.

This weekend Gioia was able to have a phone call with Education Minister Rob Fleming. She used her time to underscore that the situation with learning support for Surrey students has never been so dire. While the BC Liberal government may have orchestrated the chaos that schools are facing, it is the current government that needs to show leadership and give the employer the confidence to change direction. With 66 fewer LST positions and 1200 new students, our Surrey students with complex learning profiles are not getting the support that they desperately need and are entitled to. She advocated that our language has not been properly restored and that while dispute-resolution mechanisms, like the grievance process, may ultimately bring resolution to teachers, this potentially two-year long process does not address the current learning support crisis. Gioia also articulated her dismay that caseload language for Resource, Tutorial and CELD teachers was not restored, which should have infused schools with well over 100 more LST teachers into our district, making the cuts even more disheartening. She addressed the TTOC shortage and the double jeopardy that it brings to those needing learning support in elementary schools as LST teachers are often the first teachers pulled to cover failure-to-fills. She also argued that secondary teachers routinely miss prep which impacts teachers' ability to do the work needed to plan for their courses. She stressed that these local concerns are challenging to resolve when both BCPSEA and the District point fingers at each other with respect to the employers' decisions concerning implementation. The Minister committed to looking into the concerns articulated and we will follow up with him and our Surrey MLAs.

Next week the STA is sending a delegation to lobby MLAs. **We are calling on Surrey teachers to send us their stories of how the failure-to-fills and the LST cuts are impacting our students. Please email Gioia ([pres@surreyteachers.org](mailto:pres@surreyteachers.org)) by with real examples describing the situation in your school.** In fact, we encourage you to send those concerns to the MLAs themselves. Otherwise, we cannot expect that they will understand the concerns that are playing out in our schools. We need to continue on with our advocacy to help them understand what is not working in our schools. Below we have included links to Surrey MLA contact information.

Surrey-Cloverdale: [Marvin Hunt](#)  
 Surrey-Fleetwood: [Jagrup Brar](#)  
 Surrey-Green Timbers: [Rachna Singh](#)  
 Surrey-Guilford: [Garry Begg](#)  
 Surrey-Newton: [Harry Bains](#)

Surrey-Panorama: [Jinny Sims](#)  
 Surrey-South: [Stephanie Cadieux](#)  
 Surrey-Whalley: [Bruce Ralston](#)  
 Surrey-White Rock: [Tracy Redies](#)

## “Best Efforts” Conversations

Staff Reps! We still need your help!

As we work to ensure that the test of ‘Best Efforts’ have been made to restore our class size and composition language, we need data. For those who were able to come to staff rep training, this helped train you to do this work. We’re asking for Staff Reps to gather the necessary data, and have conversations to determine if ‘best efforts’ were made at your school. We know that we’re asking a lot of you, and to help you help us we are giving you a package which provides some structure to help carry out this work. If you came to the training in the last two weeks you will have received this package. If no rep from your school attended on the days we handed it out, we are sending the forms by email, and the data in the courier. We are also offering release time (1 day for schools with up to 600 students, 1.5 days for 601-1200 students, and up to 2 days for 1201+ students). If more time is required to complete this important work, please contact Gioia directly: [pres@surreyteachers.org](mailto:pres@surreyteachers.org)

*Please note that we have an important clarification to our instructions about the information we want you to gather at your schools. Please see the attachment to the Monday Memo.*



## Changes to End of Semester in Secondary Schools

A challenge for secondary teachers last year was the District’s decision to run classes right to the end of each semester, leaving only one day for semester turnaround, and one day before the admin day in June for semester completion. This decision resulted in enormous stress for teachers and students. The STA engaged in advocacy with the District throughout last year, sharing the impact of this change in scheduling, and urging different solutions.

Fortunately, the District is going in a different direction this year. There will be two days (Jan. 25 and 26) for semester turnaround, and four days (June 25-28) at the end of the year. Schools will be open, and instruction will be offered, but students will not be required to attend. The time can be used for things like portfolio conferences, writing exams, rewriting exams, finishing projects or assessments, supporting students’ goals as identified in their IEPs, improving their grades or extending learning.

## FSA: School Trustees Advocate for Privacy

Just a few short weeks ago, teachers were asked to distribute letters to parents of children in Grades 4 + 7, advocating for their exemption from the controversial Foundation Skills Assessment. This time, the BC School Trustees Association has written to the Government, asking that the results be kept confidential due to the harmful effects of the rankings. Hopefully, with continued advocacy, the government will do away with future FSA’s all together! [READ MORE HERE](#)

## Hey New Teacher (and TTOCs!)

### • Sick Leave

Hey new teacher! Congratulations on earning your FIRST contract!!!

If you were previously a TTOC in Surrey, make sure you check your end of month paystub very carefully. TTOCs in Surrey who have worked more than 20 cumulative days earn sick day credits for each day worked! The credits get banked, and are equivalent to roughly 1 sick day per every 13 days worked. When you get a continuing contract, your “TTOC sick leave bank” should be transferred to your “contract sick leave bank.” Mistakes are known to happen, so it’s important to check for accuracy. If you believe you have not been credited with the correct number of sick days, please contact the payroll department. Any questions? Contact Mark Keelan at [grieve@surreyteachers.org](mailto:grieve@surreyteachers.org).

### • Annual Incremental Increases

Your pay increment (step level) is based on your teaching experience. Contract teachers move up one step on the pay scale after 10 months of full-time experience. Incremental increases take place automatically on September 1 and January 1 each year.

TTOCs are also eligible to move up the pay scale based on their experience: 17 days of TTOC experience equals one month of contract experience. If you have received a contract this year, and have TTOC experience accumulated, you can complete a form asking Payroll to convert TTOC experience to contract experience, because the combination of the two might make you eligible for an incremental increase on January 1. Payroll will not do this unless you request that your TTOC days and contract months be merged. If you are a part-time contract teacher AND you work occasionally as a TTOC, you are also eligible to convert your accumulated TTOC experience to contract experience.

*For example: Jack Smith teaches three days per week at an elementary school in a contract assignment. On Thursdays and Fridays, he TTOCs. Jack has 70 days of TTOC experience accrued in his TTOC experience bank. He also has 7 months of contract teacher experience accrued. On June 30, 2015, Jack applied to have his TTOC experience transferred to his contract teacher bank. The 70 days Jack has accrued will be converted to months by dividing by 17. 70 divided by 17 is 4 whole months with 2 days remaining. The four months will be transferred to Jack’s contract teacher bank and the 2 days will remain in his TTOC bank. Jack will now have 11 months in his contract teacher experience bank. This means that on September 1, 2015, Jack will move from Step 0 on the salary grid to Step 1. Jack will be able to transfer his TTOC experience twice per year.*

The next incremental increase will be January 1, 2018. Contract teachers should have their form (see attachment) into Payroll, no later than **November 15, 2017** in order to receive an increase on January 1, 2018. If there’s any confusion, or you have questions, please contact Mark Keelan at the [grieve@surreyteachers.org](mailto:grieve@surreyteachers.org).

## Social Justice

### Lessons on Empathy, Inclusion, and Open-Mindedness

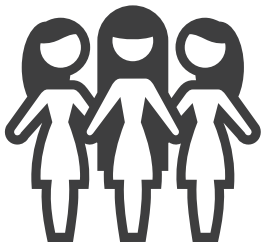
Did you know that most LGBTQ staff, students, and students who are perceived as LGBTQ feel unsafe at school? If their lives are not portrayed positively in the curriculum and in school life, they will suffer socially, emotionally and academically.

The BCTF collaborated on the SOGI 123 curriculum, which is supported by the Surrey School District, and we are proud of the lessons developed. We are also proud to know that Surrey teachers are using them in their classrooms, and doing good work to build empathy and understanding amongst students. LGBTQ rights are human rights, and being able to put ourselves in the shoes of another helps build awareness of each other's struggles and ultimately will help build safer, more inclusive environments for everyone. It is unfortunate that there are still people and groups who are not open to understanding this.

On Oct. 3rd, the *Surrey Now-Leader* published a response by District Spokesperson, Doug Strachan, to a letter their news office received from an angry parent of a student at Johnston Heights Secondary. Strachan supported the teacher's lesson on open-mindedness and reiterated that the District has yet to receive any direct complaints. The article can be [READ, IN FULL, HERE](#).

We are pleased to see that the District is supporting the SOGI 123 curriculum. In 2012, an STA/District working group was struck to draft the discrete regulation on Sexual Orientation and Gender Identity, and has been working together since its adoption in 2013 to make it meaningful for teachers and students. This year, we have struck another working group to help ensure that the implementation of this regulation is clear and robust, so teachers can feel certain that their employer will support them when situations like this come up.

Teachers are also protected by the non-discrimination clause in the collective agreement and by the *BC Human Rights Code*, and are entitled to a safe and harassment-free workplace. If you experience a hostile response to teaching this subject matter in your classrooms, from students or parents, please speak with your administrator and contact the STA for support.



### Grade 7 Girls' Conference

Attention all GRADE 7 teachers! The Status of Women Committee is planning the Grade 7 Girls' Conference. We would love to hear your suggestions and ideas for making this year's conference a success. We will be hosting a dinner for Grade 7 teachers on Nov. 1st, at 4:00pm in the STA Office. If you are interested in attending, please [SIGN UP HERE](#).

## Pro-D News

### Friday, October 20th is a Provincial Pro-D Day

Just because the PSA Super Conference is sold out, it doesn't mean you're out of luck for this Friday's Pro-D. Last week's Monday Memo offered a variety of suggestions from the BCTF, UBC, and the Vancouver Writers Festival. This Friday's Pro-D is a teacher-directed day, which means that you, as a professional, have the option to decide what kind of Professional Development will best serve you. The crucial criterion is that you are spending your day engaging in some kind of professional development; not planning, marking, arranging your classroom etc. Why not spend the day collaborating with a colleague, or figuring out ways to implement more First People's principles into your course?

Additionally, the BCTF releases a monthly newsletter with upcoming Pro-D opportunities. Bookmark this link for future reference: <https://bctf.ca/publications.aspx?id=35947>  
Of note:

- UBC MOOC on Reconciliation starts on Oct. 17th!
- FrancoFun bootcamp at SFU, Nov 24-26
- Teachers' Night Out at Science World, Jan. 25
- School Garden Ecology at VanDusen, Feb. 23



### Surrey Primary Teachers' Association: Workshop October 26th

Surrey Primary Teachers Association is having their first workshop of the year on Thursday, October 26th 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](http://www.spta36.weebly.com/workshops)

## Twitter Highlights

### @bcerac

Resources for Integrating Aboriginal Ways of Knowing and Learning. Explore the growing collection.  
<https://abedsupport.bcerac.ca/>

### @sd36csl

Resources for CSL <https://t.co/BbKCZwC3Zf>  
@surrey\_schools Province announces \$500k annual funding for WRAP program  
<https://news.gov.bc.ca/releases/2017PREM0099-001720>

### @htsumura

Thomas Box: Horrors of war haunt him, but Lord Tweedsmuir's unflappable senior receiver still leads with a smile! <http://wp.me/p8mxLD-Lf>

### @CindyDaglish

Schools need to be built now!  
<https://www.surreynowleader.com/news/schools-need-to-be-built-now-says-surrey-parent-group>



## 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](mailto: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 0.57, 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.

## Health & Safety

### City of Surrey Fitness Pass Discount

Surrey School District #36 Employees are eligible to receive a discounted annual fitness pass. To access this deal, employees must present a copy of a recent pay stub to any City of Surrey Recreation Facility.

The pass is not transferrable and is ONLY available to the employee, not their family or friends.

## Joke of the Week

**No jokes were submitted this week.**

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

## 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](mailto:STA@surreyteachers.org) and it will get directed to the appropriate person.