

Monday Memo

Upcoming Dates

NOVEMBER

- 20 SPTA's "Math Warm Ups" presented by Stephanie Turner
Transgender Day of Remembrance
- 22 Special General Meeting
- 23 Meeting with Elementary Counsellors
- 25 International Day for Eradication of Violence Against Women
- 27 Ad Hoc LGBTQ Meeting
- 28 LAC Film Night
SPTA's The Daily 5 - An Introduction
- 29 Staff Committee Chair Workshop

DECEMBER

- 6 Canadian Day of Action on Violence Against Women
- 20 STARA Meeting

November 23rd – Meeting with Elementary Counsellors

We have scheduled a meeting November 23rd with Elementary Counsellors to hear about their roles and jobs. If you are attending, please let Esther Young know at esther@surreyteachers.org

Time: 4:00 pm – 6:00 pm
Place: STA office
(201-9030 King George Blvd)
Snacks will be served




SPECIAL GENERAL MEETING
November 22, 2017 • 4pm-6pm
Bombay Banquet Hall
7475 135 Street (Lots of parking behind!)
All members are invited

The STA will be holding a Special General Meeting (please refer to the attached agenda) to consider our audited financial statements, consider proposed resolutions to the BCTF Annual General Meeting in March 2018, and other matters. Everyone is invited and encouraged to attend. A delicious dinner will be provided, along with dessert!

Surprise Salary Increase



The collective agreement reached between BCPSEA and the BC Teachers' Federation (BCTF) (July 1, 2013 – June 30, 2019) contains a letter of agreement that entitles employees to eligible increases under the Economic Stability Dividend. Employees covered by this agreement will receive the dividend effective May 1, 2018. The dividend is cumulative and is in addition to the general wage increases contained in the collective agreement.

When the actual growth of the economy is better than the predicted growth, the 2014 Economic Stability Mandate is triggered. The salary increase calculation is 50% of the positive difference between the two numbers. In 2016, the economy was forecast to grow by 2.7%, the actual reported growth was 3.5% (a 0.8% difference). 50% of the difference means that we get a 0.4% increase.

The increase of 0.4% will need to be applied to the current salary grids. The new grids will take effect **May 1, 2018**. As this is a general wage increase that is cumulative salary grids will be amended to reflect this change and the BCTF will work with BCPSEA to verify the grids in the new year.

While not a lot of money, something is better than nothing!

Update Contact Information

Have you moved recently? Does the BCTF have your current, up-to-date, contact information? Please double check that everything is correct to ensure you're receiving any important communications. Many PSA's and local Associations use the BCTF membership database to send out information to members. Don't miss out - **UPDATE YOUR INFORMATION** today!



The STA is hosting a workshop for Staff Committee Chairs on Nov. 29th at the STA office from 4:00-5:30pm.

Click [HERE](#) to register

Supreme Court Win: One Year Later

November 10th marked the first anniversary of the historic ruling from the bench that restored our collective agreement language. While this resulted in improvements, such as more teachers being hired into continuing contracts and smaller class sizes (especially for Secondary English teachers!), Surrey teachers are still waiting for the District to fully implement the restored language. As Glen Hansman, BCTF President said, "Unfortunately, we're seeing some school districts play shell games with specialist-teacher ratios and other support levels for students. This is getting in the way of making the improvements to class composition that our schools and students need. The shell games, combined with an ongoing shortage of teachers teaching on call, means children with special needs are not always getting the support they need and are entitled to. Too often, specialists are getting reassigned from their work with small groups of students to cover absences in classrooms." (The BCTF Media Release can be [READ HERE](#))

Reporting on Student Progress

Our collective agreement ensures that teachers have professional autonomy over their "assessment, evaluation and grading practices" (F.20). That means that teachers can assess, evaluate and report in ways that are most meaningful and effective for them, their students and their parents, as long as they are meeting ministry requirements for reporting. A few points to consider about reporting:

- 1) The STA and the BCTF strongly advise teachers against using their own digital devices and data plans for reporting purposes, including taking pictures and uploading content to digital portfolios.
- 2) Intermediate teachers can choose individually whether or not to assign letter grades. There is no requirement for a school-wide practice in this area. If teachers are using performance scales, they must provide a letter grade if requested by the parent.
- 3) Non-enrolling teachers (e.g. core music, core French, LST) are able to report using a separate document rather than embedding their reports into the classroom teacher's report. We advise classroom teachers and non-enrolling teachers to discuss and agree which method of reporting (embedded or separate) will work best for everyone.
- 4) You are not required to add your administrator to your Freshgrade account.
- 5) When making decisions about reporting, teachers should carefully consider workload issues. Please see the [ATTACHED BCTF EDUCATIONAL CHANGE BULLETIN](#) for an in-depth discussion about issues and concerns around "communicating student learning."

Please contact Anne McNamee, Professional Support Services Officer, with any questions or concerns about reporting.
services@surreyteachers.org

Is Special Ed. 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 average per 1 full time teacher to assign staffing, however, in some cases this might mean that programs have been understaffed. **Please, ensure that you have received appropriate staffing for your classes.** If you think that you have not received appropriate FTEs, or have a question about the calculations, ask Joanna! grv-spt@surreyteachers.org

The class size and composition language is as follows:

- 1 FTE per 12 students: students with MID designations and MID/MOD combination 1
- 1 FTE per 9 students: H designations
- 1 FTE per 8 students: students with MOD designations
- 1 FTE per 7 students: multicategory - MOD, MID, ASD, Severe Profound designations or a combination of designations
- 1 FTE per 7 students: multicategory - ASD, Severe Profound, Dependent

Term Assignments

Were you in a "term assignment" when the 16-17 school year ended last June? Were you placed into another "term assignment" this year? If so, please send Joanna a quick email. grv-spt@surreyteachers.org

Importance of Tracking "Failure-to-Fills"

Please continue to track the data of who is being pulled to cover classes when TTOCs aren't available. Staff Reps, please continue to share this information with the STA Grievance Officers! grieve@surreyteachers.org

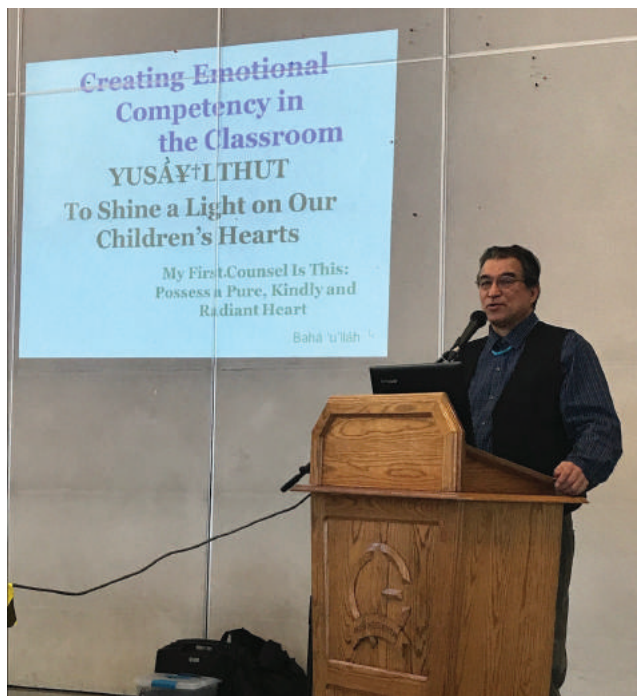
Health + Safety Rep Training = Success!



Last week, for the first time in many years, the STA hosted training for school Health & Safety Reps. We received great feedback from participants who said the "Violence in the Workplace" and "Incident Reporting" workshops were instructional and helpful. We hope to be able to offer additional training opportunities in the future. If you missed this opportunity to attend, please know that we hope to be able to offer additional training dates in the future. In the meantime, should you have any questions regarding Health & Safety, don't hesitate to contact Kristine Olsen, Health & Safety Officer:
grv-hs@surreyteachers.org

Pro-D News

To Shine A Light On It (Nov.10)



Last week, the STA's Aboriginal Education Committee was thrilled to host Dr. Lee Brown (from the UBC Institute for Aboriginal Health Supporting Aboriginal Students' Emotional Development). He delivered a powerful keynote presentation that spoke to creating emotional competency in the classroom which was very well received by attendees. There were many other learning opportunities in workshops throughout the day. Thank you to the members of the committee and volunteers who helped make this day of learning happen.

Humanitarian Education Workshop

The Canadian Red Cross is hosting Exploring Humanitarian Law (EHL): 2-Day Educator Training in Vancouver (Burnaby) on **November 25–26, 2017**. Learn to implement practical activities dealing with global conflict such as refugees, child soldiers, gender-based violence, and attacks on civilians, hospitals, and schools, by using a simple, adaptable toolkit aimed at students 13–18 years of age. **This training will be of interest to teachers of social studies, Asian studies, 20th century history, social justice, genocide studies, and law.** Participants will receive an EHL toolkit, a Canada and conflict toolkit, curriculum maps, and a certificate upon completion. Registration is available for free on their website.

Hands-on Science Explorations for Elementary Classrooms

Try out low-cost, teacher-tested activities in earth and space science. A variety of hands-on exploration formats will be presented, including free inquiry and more structured data collection. The new Science Curricular Competencies will be referenced and discussed, as well as links to "Science Big Ideas and Content." Documentation for each activity includes curriculum links, materials lists, and links to a database of hundreds of practical science activities and lesson plans.

Date: December 1, 2017

Registration deadline: November 27, 2017

Time: 9:30 a.m.–12:00 p.m.

Location: General Gordon Elementary, Room 210

Address: 2268 Bayswater Street

Fee for Vancouver School Board Staff: \$35 Fee for Out of District

Participant: \$50 For more information,

contact Ingrid Sulston, ingridscience@gmail.com

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

SAVE THE DATE!

You don't want to miss this! The STA is thrilled to announce that Ivan Coyote will deliver "The Heart of the Learner" keynote presentation. The Globe and Mail newspaper called Coyote "a natural-born storyteller" and the Ottawa Xpress once said that "Coyote is to Canadian literature what Kd Lang is to country music: a beautifully odd fixture."

Ivan often grapples with the complex and intensely personal issues of gender identity in their work, as well as topics such as family, class, social justice and queer liberation, but always with a generous heart, a quick wit, and the nuanced and finely-honed timing of a gifted raconteur. Ivan's stories remind of us of our own fallible and imperfect humanity while at the same time inspiring us to change the world.

Social Justice + Activism

Dinner and a Movie!

The Labour Affairs Committee of the STA is pleased to present another Film/Dinner Night. This Marlon Brando film explores various aspects of workers: colonization, exploitation of workers of colour, and betrayal...Watch the trailer [HERE](#).

This event is free to STA Members. Please feel free to bring non-members as well for a charge of \$15. [REGISTER VIA EVENTBRITE](#)

\$10/day Childcare Movement

Did you know that 1 year of childcare is **MORE EXPENSIVE** than 1 year of all degree programs (except medicine and dentistry)?!

A growing body of research confirms that the quality of care that children receive during their early years affects them throughout their lives. High-quality childcare positively influences children's health and learning, while poor-quality care can do harm. Many families struggle to pay for childcare. Visit the [COALITION OF CHILDCARE ADVOCATES OF BC](#) to see what you can do to support adequate and stable funding.

The 15th Annual Shoe Memorial on December 6th

This memorial will take place on the steps of the Vancouver Art Gallery to commemorate December 6. This date has been declared Canada's National Day of Remembrance and Action on Violence Against Women. It commemorates the 14 engineering students in Montreal who were killed simply because they were women. <http://www.swc-cfc.gc.ca/commemoration/vaw-vff/remembrance-commemoration-en.html>

The shoes collected represent women killed by violence annually. All shoes are then donated to women's shelters and women in need after the event is over. Visit <http://shoememorial.com> for more information. If you are coming to Vancouver for a BCTF meeting before November 30, you can drop them off here at the office and I will take them to the Vancouver Shoe Memorial.

Joke of the Week

**The cashier at the store asked if
I wanted my milk in bags.
I replied, "No, just leave it in the carton."**

Thanks to Raj B. for this week's joke!

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

If your joke is drawn for publication, you will be entered into the monthly prize draw.

Call to Raise Minimum Wage to \$15

As part of its promise to raise the minimum wage, the new BC government has created a Fair Wages Commission to set a timeline to get to a \$15 per hour minimum wage. The BC Federation of Labour (BCFED) is organizing a campaign to move the timeline up. Workers can't wait until 2021. The longer BC waits, the more low-wage workers fall behind. The BCFED is asking the government to reach \$15 per hour by 2019. Help this campaign by [SENDING A MESSAGE OF SUPPORT](#) or go www.fightfor15bc.ca/fairwages to learn more.

Organizations and individuals can also provide feedback to the commission by email (use the BCFed's tool to send a quick email [HERE](#). or by speaking at a regional meeting until December 7, 2017. Details about dates and locations, and how to make a written submission, are available at: <https://engage.gov.bc.ca/fairwagescommission/>

To book a timeslot to speak at a Surrey's regional meeting on **November 30**, you need to email FWC@gov.bc.ca

Please BCC info@bcpovertyreduction.ca so they can help support you!

White Ribbon Campaign

The [WHITE RIBBON CAMPAIGN](#) is a means for men to speak out against violence against women, and to safely and effectively challenge the attitudes and behaviours of a minority of men who use or condone violence against women. For too long, violence against women has been seen as a 'women's issue'.

Last week, white ribbons will be delivered to your school for our male colleagues to wear as a symbol to demonstrate they are against violence against women. This action will culminate on **December 6th**, our National Day of Remembrance and Action on Violence Against Women.

It starts with you, is a great resource for "teaching boys and young men how to achieve consent, set boundaries, use respectful communication in all their relationships and value women and girls is something we can all do." <http://www.itstartswithyou.ca/educators>



Contact Us!

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

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