

Monday Memo

Upcoming Dates

DECEMBER

19 Executive Committee Meeting
TTOC Tacky Sweater
Bowling Event

20 STARA Meeting + Social

JANUARY

9-11 Staff Rep Training

13 BC Core Competencies EdCamp

15-17 Staff Rep Training

15 SPTA - "Food Explorers" for
Kindergarten/Grade1
SPTA - "Food For Us" for
Grade 2 & 3

23 SPTA - Math Warm Ups

24 STA General meeting

Save the date!

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



The STA Executive wants to wish you and your loved ones a warm, safe, and relaxing holiday. Enjoy the break away from your classrooms, students, and school work! Take the time to indulge in some well-deserved self-care, enjoy catching up with friends, and spending time with family. See you in the New Year!

Staff Rep Assembly + Social

Thank you to everyone who has taken on the important role of a School Union Representative. We recognize and appreciate all of the hard work that you do! The final STARA meeting of 2017 will commence at **4:00 pm** on **Wednesday, December 20** at **Eaglequest Golf Course** and includes the turkey draw. Following the meeting, there will be a social event.

Seismic Upgrades for Surrey Schools

The Minister of Education made a \$10 million dollar announcement for Surrey schools on Friday, December 15. Rob Fleming stated that the announcement was "long overdue" for Mary Jane Shannon and Bear Creek elementary schools, both of which are considered "high-risk". Construction to complete the seismic upgrades to these facilities is scheduled to begin in the fall of 2018. This good news comes just one week after the Province announced the creation of 955 new classroom seats for Surrey students last Friday. You can follow this story [ONLINE](#).

Bargaining Bulletin

Congratulations to Violette Baillargeon and Kevin Amboe who were elected as co-Chairs of the STA Bargaining Committee at last week's meeting. It's time to start thinking about the next round of contract negotiations, happening in 2019. Keep an eye out for a survey-questionnaire about bargaining objectives, coming to members in the spring. In the meantime, continue holding regular union meetings to discuss specific school concerns.

Remedy for Class Size and Composition Violations

Classroom teachers whose classes exceed the class size and/or composition limits in the restored language are owed remedy for each month, beginning with October. The District has developed a software tool to record and calculate the remedy owed to each teacher for each month. There has been some delay in rolling out the system but the District expects teachers to be receiving notification of the remedy they are owed, expressed in minutes, for each month. The forms of remedy that are available are a) prep time; b) non-enrolling teacher time to work with the teacher's class; and c) teacher time to co-teach in the teacher's class.

For information about how remedy will be calculated for most classes, please see the attached document. If the document does not address your particular situation, please contact [MATT WESTPHAL](#).

A Clean Sweep at PBC!

Thank you to all the teachers who responded to the Calls to Action in the Monday Memo and through social media by showing up and participating in the Pacific Blue Cross Annual General Meeting last week.

STA President Gioia Breda attended the meeting, and said, "The energy in the room was palpable! It was clear people wanted a change." She, alongside other Table Officers Julia MacRae and June James, were thrilled to see so many Surrey teachers participate. They remarked that there were BCTF Members present from across the Lower Mainland and the Fraser Valley, and that it was nice to see such a wonderful display of solidarity!

Breda noted that it is important for teachers to show up to support other workers in their times of need, because CUPE and other unions supported us when we're on job action. The PBC workers that were locked out are members of CUPE, and CUPE did an incredible job of running a public campaign to advocate for change, and organizing opportunities for member participation (including arranging transportation from various locations throughout the Lower Mainland).

It was a packed house at the AGM, and the progressive candidates that ran for seats on the PBC Board of Directors won by a landslide! Julia MacRae commented, "Seeing everyone come together really speaks to the power of the people, and the power that we have as union members." The STA was pleased to see former BCTF President Jim Iker be elected, along with BCFED Secretary-Treasurer, Aaron Eckman. Read the news release from CUPE BC [HERE](#).

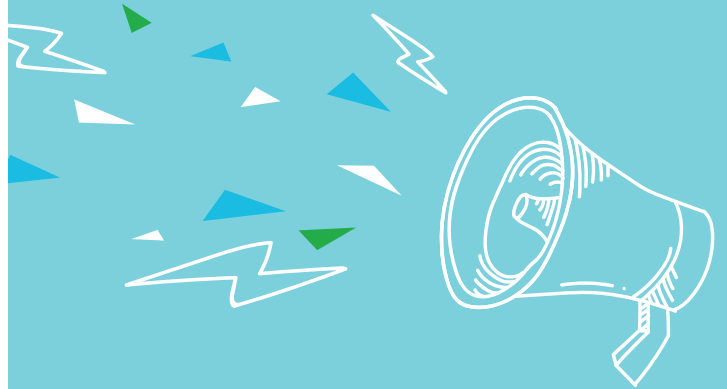


Reminder: Submit your Receipts!

It's that time of year! If you haven't submitted your medical/extended-health benefit receipts for reimbursement, now's the time to do it! In some cases, you might have a 24-month window, but take the time now to check to make sure you're not leaving money on the table! With PBC employees being locked out earlier this year, there has been a delay in processing reimbursements. If you're still waiting on a claim, it would be worthwhile to follow up and make sure it was received.

CALL FOR PRESENTERS

STA CONVENTION 2018



The **STA CONVENTION** Committee is looking for educators interested in sharing their passions, learning environments, teaching practices and/or challenges with their peers on May 4. **Please consider facilitating a session!** Or encourage someone else to present a workshop! This year, the Convention will be spread over 4 locations. Sessions will be grouped based on Primary, Intermediate, Secondary and Aboriginal focus. Volunteers will be needed on the day-of to help out at each of the 4 sites. If you want to get involved, please contact [JUNE JAMES](#).

STAFF REP TRAINING REGISTRATION NOW OPEN!



The next round of School Union Representative Training (SURT) starts after winter break! The focus of these sessions will be on **bargaining**, and we'd like to have one member from every school participate! The training session has been designed particularly for Surrey teachers in order to understand our current context very clearly, and discuss strategy. There will be 6 sessions happening at the STA office between **January 9** and **January 17**. Space is limited to 23 participants per day, so **REGISTER ASAP** to secure your spot. Please bring your "blue book" of the 2006-2011 contract. Lunch will be provided.

Opportunities

For Members

Call for Delegates!

Each year over 750 delegates from around the province attend the BCTF AGM, held during Spring Break. It is a great opportunity to see how the BCTF operates, to hear new perspectives on important issues, meet colleagues from other parts of the province, and to have a voice in the decisions made by the union. Hotel accommodations and expenses are covered by the BCTF. Childcare arrangements are also available.

Surrey is able to send up to 60 delegates. Under the STA's Policies and Procedures, the 10 members of the Resolutions Committee automatically become delegates, therefore we need to elect **50 delegates** plus alternates.

Delegates will be elected at the **Special General Meeting on January 24** at the **Bombay Banquet Hall**.

Elected delegates and alternates are expected to attend all training sessions leading up to the AGM. **Please note updates on times from the last Monday Memo.**

February 15 – Rookie AGM Delegates training (8:30 am to 2:45 pm at the STA office includes breakfast and lunch).

February 22 – AGM Delegates training (**4:00 pm to 7:00 pm location TBA** includes dinner).

March 1 – AGM Delegates training (8:30 am to 2:45 pm location TBA includes breakfast and lunch).

March 8 – AGM Delegates training (**4:00 pm to 7:00 pm location TBA** includes dinner).

If you are interested in becoming a delegate, please submit your name and a brief statement **VIA EMAIL** by Monday, January 9. Remember, your chances of being elected as a delegate are better if you have a written statement! It is also possible to nominate yourself from the floor at the meeting.

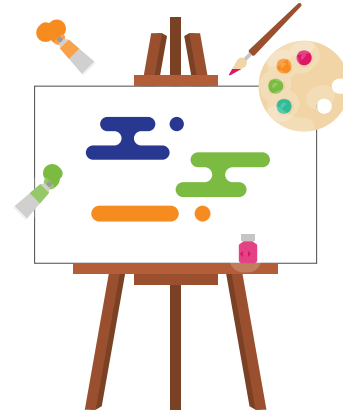
If you have any questions about the BCTF AGM, or the process of becoming a delegate, please contact **JULIA MACRAE**.

Become a BCTF Women in Negotiations facilitator

The BCTF is looking for six members who self-identify as women to join an existing cadre of Women in Negotiations (WIN) facilitators. This group delivers workshops in the areas of collective agreements, grievances, and bargaining. Workshops such as Contract Awareness: Know Your Restored Collective Agreement, Women in Negotiations, and the newly developed School-Based Team and the Restored Collective Agreement are among the titles. Learn more and **APPLY ONLINE**. The deadline to submit your application for consideration is January 9.

For Students

“What If I Was Wrong?” Art Contest



The purpose of the contest is to promote skills that help develop resilience and critical thinking as protective factors in the face of radicalizing and extremist narratives leading to violence. Organized by the **Centre for the Prevention of Radicalization Leading to Violence**, in partnership with the Canadian Commission for UNESCO, the contest is part of the “**What if I was wrong? When we talk, we learn!**”, campaign. You can participate individually or as a group. Deadline for submissions is January 21, 2018. **CLICK HERE** for more information about the contest and prizes!

GSA Leadership Summit



The Canadian Centre for Gender and Sexual Diversity is an awesome organization that specializes in LGBTQ+ youth forums, leadership events, and GSA conferences. There is an opportunity for students to apply to go to Toronto in May for a week long GSA Leadership Summit **for free!** This is an amazing national leadership opportunity and students don't need to worry about flights, accommodation, food or fees. It is fantastic! Please suggest your students apply!

More information and application details can be **FOUND ON THEIR WEBSITE**.

Grievance

IST Caseload Ratio

With the restored Collective Agreement language, the IST - student ratios have been restored to 1:15.

If your IST ratio is greater than 1 teacher per 15 students, please contact [JOANNA CERAZY](#).

Privacy, Please!



The STA is concerned that there may be professionals, like school counsellors, who have been asked to share office space with other non-enrolling members on their work days when their roles require them to have a private space because of the confidential nature of their work. These roles may also require these members to have locked filing cabinets to ensure student information is kept private. This does not include sharing an office space on alternating work days. If you feel that the integrity of your work is being compromised because the District has not provided adequate space for the work you do, or has not provided you with a locked filing cabinet if the nature of your work requires it, please contact [JOANNA CERAZY](#) as soon as possible.

Is Special Education 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 per 1 full time teacher average to assign staffing. However, in some cases, this might mean that programs have been understaffed. Please check your ratios to ensure that you have received appropriate staffing for your classes. Contact [JOANNA CERAZY](#) with questions or concerns.

The class size and composition language is as follows:

- 1 FTE per 12 students:** students with MID designations and MID/MOD combination
- 1 FTE per 8 students:** MOD designations
- 1 FTE per 7 students:** Multicategory - MOD, MID, ASD, Severe Profound designations or a combination
- 1 FTE per 6 students:** Multicategory - ASD, Severe Profound, Physically Dependent

Social Development Programs in Elementary

With the restoration of the Collective Language, class size limits for Social Development Programs are back. The teacher - student ratio for these programs is one FTE per 8 students. It is our understanding that these numbers are being followed, but if you believe that your Social Development Program does not have appropriate staffing, please contact [JOANNA CERAZY](#).

Featured BCTF Workshop

Addressing Mental Health Issues in the Classroom

Teachers are noticing the increasing numbers of students in their classes who are exhibiting behaviours that are problematic and perplexing. This 5 hour workshop will help develop teachers' understanding of what mental health issues might look like in students and how best to help the students in their classrooms. Teachers aren't expected to be psychologists or medical practitioners in resolving these issues, but there are ways for them to help students with mental health issues.

To request that this free workshop be facilitated at your school, click on the "Book this Workshop" link below the workshop description on the BCTF Social Justice and Global Education Workshops page.

For more information, about this workshop and others, visit the [BCTF WEBSITE](#).

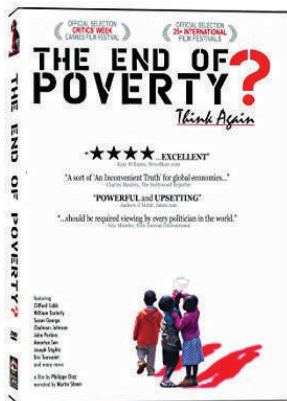
Social Justice + Activism

“Justice-To-Go” DVD Library: Featured Selection

Did you know that the STA's Social Justice Committee has curated a large collection of social justice themed documentaries on DVD which are available for loan to Surrey Teachers? Why not borrow a few to watch over the winter break? You could do so for your own interest or to later show and discuss with students in your class.

“The End of Poverty? Think again.”

A film by Phillipe Diaz, narrated by Martin Sheen. (104 minutes)



“The End of Poverty?” is a daring, thought-provoking and very timely documentary by award winning filmmaker Phillipe Diaz, revealing that poverty is not an accident. It began with military conquest, slavery, and colonization that resulted in the seizure of land and other natural resources as well as in forced labour. Today, global poverty has reached new levels because of unfair debt, trade and tax policies- in other words, wealthy countries exploiting the weaknesses of poor developing countries. “The End of Poverty?” asks why today 20% of the planet's population uses 80% of its resources, and consumes 30% more than the planet can regenerate. Can we really end poverty under our current economic system? Think again. (- source - back of DVD case).

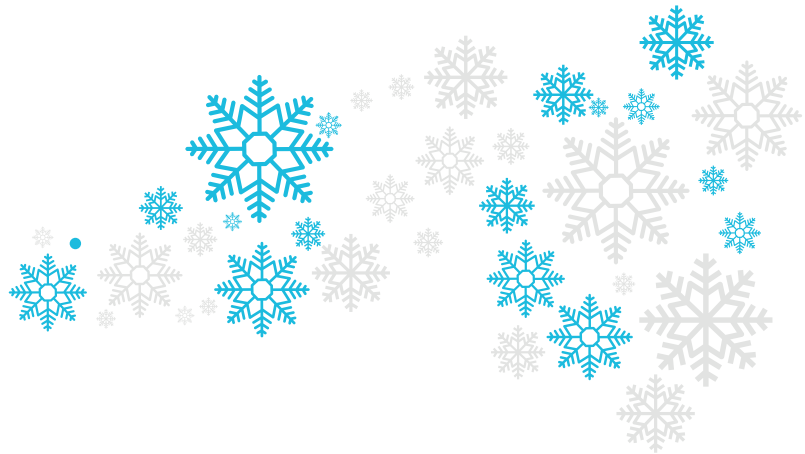
[READ A REVIEW OF THE FILM.](#)

Grant Application Deadline Extended

Teachers who have been unable to find the time to apply for BCTF social justice grants will be pleased to learn that there is still time to do so. The deadline to apply for the Ed May Social Responsibility Fund and Regional Social Justice Conference Grants have been extended until **January 3**. These applications will be processed on a first come, first served basis. Applications that have already been submitted will be processed in the next few weeks. While the deadline for Local Social Justice grants is **April 12**, locals are encouraged to submit their application as soon as possible as all but two of this year's grants have been awarded.

BCTF's Social Justice Newsletter

Have you had a chance to read the latest edition of the BCTF's Social Justice Newsletter? It's full of great articles, written by teacher-activists across the province, including two of Surrey's own: Annie Ohana and Sonja van der Putten! It's [AVAILABLE ONLINE](#) for you to peruse at your leisure.



Joke of the Week

Q: What's another name for Santa's elves?

A: Subordinate Clauses.

Thanks to LAURA 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 for a \$25 Indigo gift certificate.

CONTACT US!

Reach us by phone at **604-594-5353** or via [EMAIL](#).

Please do not hesitate to call the STA office whenever you have a question or concern. We cannot emphasize enough the importance of getting advice from your Union on any employment related issue, even if it's only to confirm information you've received from another source.