



Monday Memo

Upcoming Dates

JANUARY

- 9 Executive Committee Meeting (4:00 pm at the STA office)

- 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
Convention Committee Meeting (4:00 pm at the STA office)

- 17 Grievance Committee Meeting (4:00 pm at the STA office)

- 18 Health and Safety Committee Meeting (4:00 pm at the STA office)

- 20 March On, Vancouver!

- 23 SPTA - Math Warm Ups

- 24 STA Special General meeting (4:00 at Bombay Banquet Hall)

FEBRUARY

- 16 SD36/STA Focus Day

UPDATE: 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 2017. The District has developed a software tool that has been designed to record and calculate the remedy owed to each teacher for each month. There has been delay as the District works bugs out of the system, but they expect notifications to go to teachers by the **second week of January**. The forms of remedy that will be 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.

We have revised our information sheet about how remedy will be calculated for most classes to reflect new information from HR. Please see the **attached document**. If the document does not address your situation, please contact [MATT WESTPHAL](#).

STAFF REP TRAINING THIS WEEK!

[CLICK HERE TO REGISTER](#)

We have staff rep training this week and next, and there is still room **THIS** week, Jan 9, 10, 11. If you haven't already registered please sign up and come this week. If you are registered for next week but could make it this week, please call us to switch your day. We are looking forward to a great discussion about our upcoming bargaining for 2019!

Settlement for Non-Enrolling Teachers and MOA Implementation

As members you are likely well aware, that the District cut LST staffing by 66 FTE this school year, based on BCPSEA advice about the restored language. While we have referred this grievance to arbitration, we continued to work with the District, through the Provincial parties, to come to a settlement to be able to post more LST and non-enrolling positions this year, and to have some kind of mechanism for LST teachers who were displaced or who took cuts to their position, to be made whole where possible.

The agreement made is to post an additional 67.0 FTE non-enrolling positions, 47 of which are to be LST. HR has already begun the process of staffing. We met with the District (as per the agreement) to consult on how the 47 FTE should be allocated. We gave our feedback and the District made its final determinations on allocation. Here are some important parts of the agreement of which to be aware:

FTE Increases to be offered to existing part-time teachers

- Any increases to current FTE within a specific school will first be offered to existing part-time LSTs that are available to take on the FTE increase pursuant to Article E.27.4. In the event that any of these increases to current FTE are maintained for the 2018/19 school year as a school based assignment, the resulting position will be posted in Round 1 or 2 for the 2018/19 school year.

Posting of Vacancies

- The district will post any unfilled district-based (less than 0.8 FTE at a school) LST positions in a regular Round 3 posting as a term-assignment. If any such assignment is maintained for the 2018/19 school year, it will be reposted consistent with Article E.26.

- Without prejudice to the timelines found in the January 16, 2006 Memorandum of Agreement re: Special Bulletin postings (the Special Bulletin MoA), any newly created, unencumbered, school-based (0.8-1.0 FTE) LST position will be posted as a continuing assignment as per the January 16, 2006 Memorandum of Agreement re: Special Bulletin postings.

Priority Rights for LST That Have Been displaced or Had Their FTE Reduced

- LSTs that are presently working at the same school that they worked at during the 2016/2017 school year, but have had their

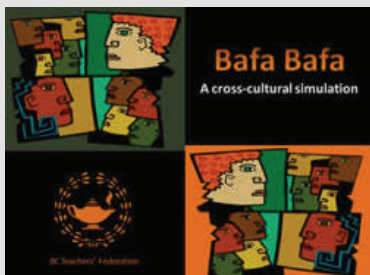
FTE reduced for the 2017/2018 school year, will have first right of refusal with respect to any additional LST staffing added at their school (up to a maximum of 1.0 FTE per employee), including where accessing any such additional FTE would require an internal reassignment for Semester 2 of the 2017/2018 school year.

- LSTs that were displaced from their 2016/17 school year assignments for the 2017/18 school year ("Displaced LST Teachers") will have the right to elect to return to their 2016/17 school year school. In instances where an unencumbered school-based LST position exists at their former school. Prior to posting LST assignments in each of Rounds 1, 2, and 3 for the 2018/19 school year, the District and the STA will meet to review available LST positions, so that Displaced LST Teachers can be informed of their right to elect to return to the school that they worked at during the 2016/17 school year. Displaced LST Teachers who elect to return will be placed in positions pre-emptively before the relevant Round.

- Notwithstanding paragraph 3(d) of the Special Bulletin MOA, a Displaced LST Teacher will be eligible to transfer into a LST posting or vacancy that is available in Round 3 for the 2018/19 school year where the posting or vacancy arises at the school at which the teacher held a LST assignment during the 2016/17 school year. This provision applies irrespective of whether the Displaced LST Teacher has accepted a posting or vacancy in Round 1 or Round 2 and is only applicable for the 2018/19 school year.

We know that the return of 47 FTE is not nearly enough compared to what was cut nor compared to the expected infusion of more than 200 FTE into the LST system if all our non-enrolling language was fully restored. We will continue to pursue our grievance about the failure to restore tutorial and resource room language, which would provide much-needed support for students. We know that there will be few if any qualified LST teachers available at this time of year. However, we hope that this brings some relief to staff and students for the remainder of the year and that there is a mechanism for displaced LST teachers to return to their positions where possible.

Featured BCTF Workshop: Bafa Bafa (secondary)/Rafa Rafa (elementary)



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.

<http://bctf.ca/PD/WorkshopDetail.aspx?id=38725>

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.

Maternity Leave Change

The federal government reduced the waiting period for maternity from 2 weeks to 1 week on January 1, 2017. BCPSEA and the BCTF signed an agreement on August 29, 2017 that will be in effect until the next round of bargaining (June 30, 2019) but no later than December 31, 2020.

School districts will continue to administer SEB plans in the same way that they did prior to the change in the EI waiting period. As a result, effective the date of the Settlement Agreement, no teacher will experience a loss of SEB benefit payments because of the change in the EI waiting period. For greater clarity:

- a. Where qualifying for EI Maternity or Parental benefits was a precondition to receiving SEB plan benefits prior to the change in the EI waiting period, it shall continue to be a pre-condition to receiving SEB plan benefits during the term of this agreement;
- b. Those school districts that have SEB plans that provide for certain payments during “the first two weeks of the leave” shall continue to make these payments, even though the second week of the leave is no longer part of the EI waiting period.

What this means is that members on maternity leave would receive 95% of their weekly salary for the first week, followed by 95% of their weekly salary from the district, as well as EI for the second week.

Although the agreement between the BCTF and BCPSEA came into effect on August 29, 2017, Surrey School District #36 has advised the STA that they have been applying these processes since January 1, 2017. As with any process involving money, the STA is recommending that any teachers who began maternity leave after January 1, 2017 review their pay slips to ensure that they have received EI as well as the 95% of weekly salary for the 2nd week of their maternity leave. Please contact Kristine Olsen if have any questions, or you believe that you were not paid in accordance with this agreement.

Snow Days/Snow Removal

The District has updated their snow removal plan:

- Facilities will be using individual school maps in consultation with school staffs* to clarify the clearing routes and priority areas of each site.
- ***joint Health & Safety committees should meet early in January to confirm which areas around the school need to be cleared by plows or shovels.**

The STA recommends that staff at sites use only the designated pathways, wear appropriate attire (including footwear), and have a clear view of the path they intend to take when in transit.

Slow and Steady Wins the Race!

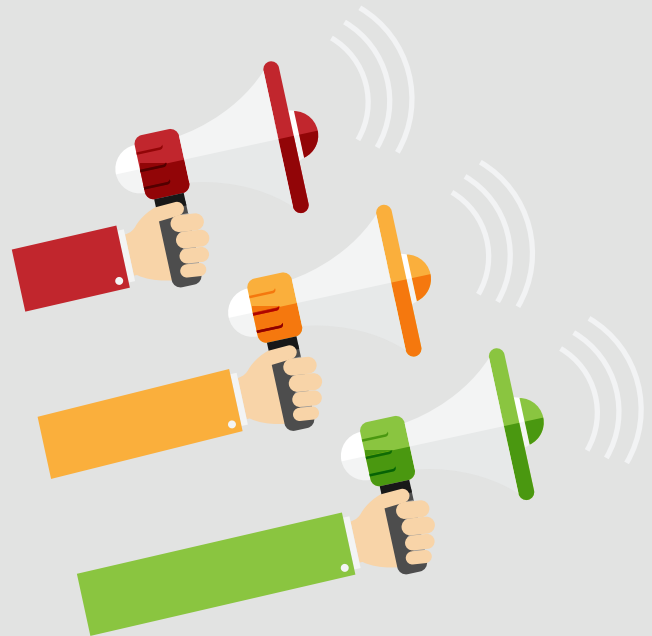
The District has purchased small trucks with plow attachments so they do not have to rely on the external contractors to be available early on busy snow days.

The District is implementing the following plan:

- Parking lots will begin to be cleared by Facilities personnel using plows with salt spreaders on the rear of the plow, beginning at 5:00 am on snow days. Due to parked cars in school lots, it may not be possible to clear every lot.
- Sidewalks will be cleared by Facilities personnel during the day shift. The District is training over 60 Facilities personnel on operating the new equipment.

Reminder: teachers are unlikely to be covered by WorkSafe if injured while shovelling snow.

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 original notice sent in a previous 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 Tuesday, 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**.

Social Justice + Activism



When: Saturday January 20th from 10am-1pm.
Where: Jack Poole Plaza (1085 Canada Place, Vancouver BC)
Facebook event: <https://www.facebook.com/events/935631489925413/>

March On, Vancouver! The Next Step March

Surrey teachers are encouraged to participate in this intersectional feminist event. We are excited to learn that activist and Surrey Teacher, Annie Ohana has been asked to speak at the event. Come join Annie and other members of the STA Executive to show our solidarity in working towards a more equal world for those who identify as girls and women.

About the event from the organizers of March On Vancouver:

We acknowledge that this event will be taking place on the unceded Coast Salish Territories xʷməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh).

March On Vancouver is proud to host this event. We gathered on Jan. 21, 2017 in a historic march in solidarity with a world-wide movement of grassroots resistance. Now, we march on. While we have worked to combat the rise of white nationalism, misogyny and xenophobia, there is still much to be done.

We come together to reject the hate that tries to damage our communities - Muslims, Jews, racialized people, Indigenous people, migrants and those with precarious or no legal status, members of the LGBTQQ2SI communities, disabled people and women.

Our event will be one of positivity, inclusivity, and diversity, uplifting all in our community. We hope to bring you voices of those you never heard from before, the voices that need our strength and support.

Allies are welcome. The event will be disabled-friendly and will include ASL interpreters.



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.

Grievance

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

Childcare for the upcoming Special General Meeting on January 24



Our nanny service offers childcare for 3 months to 6 years old. They require the names and ages of children needing care during the meeting. Please email Esther at esther@surreyteachers.org by **January 17**. You can also obtain childcare through your own provider, and submit receipts to the STA for reimbursement.

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**.

Joke of the Week

Question: What did sushi A say to sushi B?
Answer: Wassabi (what's up B).

Thanks to Susie C. 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.