

Monday Memo

Upcoming Dates

FEBRUARY

- 6 Executive Committee Meeting

- 7 Job Share Meeting

- 8 [Intro to Bargaining Open House](#)
Wellness Event (Full)

- 12 Family Day (Closed)

- 13 Bargaining Committee Meeting

- 15 [Working Together for a Bright Future](#)
[AGM Delegates - Rookie Training](#)

- 16 [SD36/STA Focus Day](#)

- 20 Executive Committee Meeting
[SPTA Pro-D Math Dailies](#)

- 21 STA New Teachers' Conference and Welcome (Full)
STARA Meeting

- 22 [AGM Delegates Meeting](#)
[New Teacher Social](#)

- 27 STA Committee Chairs Meeting



Surrey Teachers' Association Representative Assembly

The next STARA meeting will take place at Eaglequest on **Wednesday, February 21**. All teachers are welcome to attend, however only Staff Reps are able to vote. **Should you require childcare**, please let **ESTHER** know as soon as possible or by February 14 at the latest.

Remedy Agreement – Compliance

Classroom teachers whose class(es) are NOT in compliance with the restored class size/composition language have begun receiving notification from the District regarding their owed REMEDY. Please be aware that these first notices only reflect the remedy owed for the month of October. Remedy notices and calculations for the months of November, December etc. will follow at a later date. Moving forward, the District is considering combining remedy for months owed, but there are no current specifics as to what that might look like.

There are THREE forms of remedy that are available to teachers: 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. However, teachers will only be asked their choice of remedy once and it will carry over to subsequent months. It will not be possible to choose prep time for one month, but co-teach the next. Our understanding from the District is that once everyone at a school who is owed remedy makes their choice, school administration will use that information to generate a posting for how remedy will be delivered at a given school.

While teachers who deliver prep are entitled to remedy, the District has decided that the choice of how that remedy will manifest rests with the enrolling classroom teacher. For example, if the teacher of Div. 12 is owed 720 minutes and the classroom teacher chooses prep time, the Music teacher who teaches that class, and is owed 180 minutes, will automatically receive prep time as remedy as well. We do not agree with this position but wanted to make clear for members why teachers who deliver prep were not being offered a choice.

Secondary teachers may be wondering if all three options are still available to them even though there has been a semester turn-around and they are no longer teaching the class/es identified as non-compliant. Teachers can freely choose any of the three options as team teaching and non-enrolling support would be of benefit in any class.

The formula for calculating remedy is attached. Hopefully the examples will be helpful. If the document does not address your situation, or you have any questions, please contact **MATT WESTPHAL**.

114% Assignments

Secondary teachers who did not have a prep block in Semester 1 are being asked if they are willing to take on an additional teaching block in Semester 2, in place of their prep. This should only happen if the job has been posted externally 3 times and has not received any applications. In this case, Principals or Vice-Principals are required to notify all staff via email that the job posting did not receive any applicants and that they are requesting any interested staff member to accept an additional block. As a result, the teacher would receive a lump-sum retroactive payment for 14% of their salary for Semester 1, as well as continuing to receive 114% pay for each month of Semester 2. Please note that no teacher can be forced to accept an additional block against their will.

This clarification should be helpful as we, at the STA, are hearing that teachers are being approached individually about these opportunities prior to the job being posted and prior to all staff being notified.

If you have any concerns or questions regarding the 114% assignments during second semester, please don't hesitate to contact **MARK KEELAN**.

Intro to Bargaining Open House

Colleagues! Are you curious about bargaining?

This session will provide information to help teachers understand bargaining, and how to ensure your voices are a part of the consultation and decision making that sets our bargaining objectives.

Thanks to those who already have RSVP'd. We can confirm the event will be held at **Eaglequest on February 8 from 4:00 pm to 6:00 pm!**

Stay tuned for the Bargaining Survey that will be sent to members after Spring Break. Be sure to fill it out so your concerns are included!

Click here to RSVP: <https://introtobargaining.eventbrite.ca>

This Wednesday! Job-Share Meeting!



Join your colleagues on **Wednesday, February 7 at Eaglequest from 4:00 pm to 6:00 pm** to connect with potential job-share partners and learn about your rights when it comes to job sharing. The STA will facilitate this information session and answer any questions you may have. In addition to taking you through the application process, you will learn about possible denials and what options you have available to you. Bring your questions! Snacks and beverages will be provided. Babies welcome!

New Teacher Social

Surrey School District, alongside the STA and Mentor Thirty Six are co-hosting an event on **Thursday, February 22 at REC**. If you're in your first **THREE** years of teaching or a new to your role, you're invited to connect with fellow teachers and District Supports between 4:00pm to 7:00pm. Dinner will be provided if you **REGISTER ONLINE** before February 17.

STA Website Improvements

Your website is officially **UNDER-CONSTRUCTION!** We are excited to share that we are working on redesigning our website, as per last year's Three-Year Capital Assets Plan. Not only will the update improve the look and feel of the STA website, but it will also address many of the functionality issues. Table Officers and Staff have been working to get a prototype off its feet. Understandably, this is a work in progress and the changes won't happen overnight. Our goal is to get a final product out to members in early April. We hope you are as excited as we are!

We are now at the stage where we need to get feedback from members before moving forward. At this week's Executive Committee meeting, we passed the following motion:

THAT the EC strike an adhoc website steering committee to provide feedback to staff and table officers in the creation of our new website with up to 6 members, at least three of whom are members of the EC.

If you think you would enjoy previewing our beta site and giving us feedback on the progress we've made and the current questions we have, then this may be the committee for you! You need not have any experience in website design, in fact, the technically challenged are welcome! Just your enthusiasm and interest in using our new website is all that's required.

Those interested should return their completed **STA COMMITTEE CV** to the office by **Monday, February 13**. You can drop it off in-person or send it via **EMAIL** or by fax (604-594-5176).

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

Focus Day: February 16

There's still time to **REGISTER** for the plethora of incredible workshops being offered at North Surrey Secondary on February 16. Don't miss Ivan Coyote's "The Heart of the Learner" keynote presentation.

February 28th, BC's Pink Shirt Day is approaching. Did you know that it originated when two teens from Nova Scotia decided to support a student at school who became a target of homophobic bullying for wearing a pink shirt? You can share the original CBC story: <http://www.cbc.ca/news/canada/bullied-student-tickled-pink-by-schoolmates-t-shirt-campaign-1.682221>

BLACK HISTORY MONTH

February is Black History Month. This is an important time for teachers to focus on the contributions of Afro-Canadians and raise awareness of the historical injustices they have faced. Visit the **BCTF ANTIRACISM ACTION GROUP'S BLACK HISTORY MONTH WEBPAGE** for information and resources. Also visit the **BC BLACK HISTORY AWARENESS SOCIETIES' TEACHER RESOURCES PAGE**. Consider perusing either of these resources and choose an activity you could incorporate into your classes next week.

SPTA PRO-D: February 20

The Surrey Primary Teachers' Association is excited to offer a "Daily 5 Math Workshop" hosted by Laurel Dufault, Laura Hutchins and Brandi Scott. This session will teach you how to produce productive, highly engaged students who are developing a true love of mathematics through the flexible and efficient classroom structure of Daily 5 Math. Learn how to help your students develop independence, stamina and accountability. This structure allows for small group differentiated instruction while other students are engaged in meaningful learning opportunities. The facilitators will explain how this method of instruction works in each of our classrooms.

To join in the fun on **Tuesday, February 20** from 3:45pm-5:00pm at Hillcrest Elementary, please [REGISTER ONLINE](#).



Cross Border Conference: Reclaiming Common Ground

Surrey teachers have a new exciting opportunity coming up in 8 weeks! We are organizing our first ever "Cross Border Conference" for teachers in BC, Washington and Oregon. It will take place on **Saturday, April 7 at Sullivan Heights Secondary**. We are thrilled that our keynotes will be Naomi Klein and Seth Klein, and we will have fascinating social justice workshops on many themes from Reconciliation to environmental justice to gender issues. This is a wonderful chance to mingle with teachers from across the border, delve into a SJ theme that resonates with you, and be a part of a community that teaches with a social justice mindset! [REGISTRATION IS OPEN NOW!](#) Only \$35, and you can claim the cost from Pro D funds.

We are still [SEEKING WORKSHOP PRESENTERS](#) on social justice themes. Please consider facilitating a session!

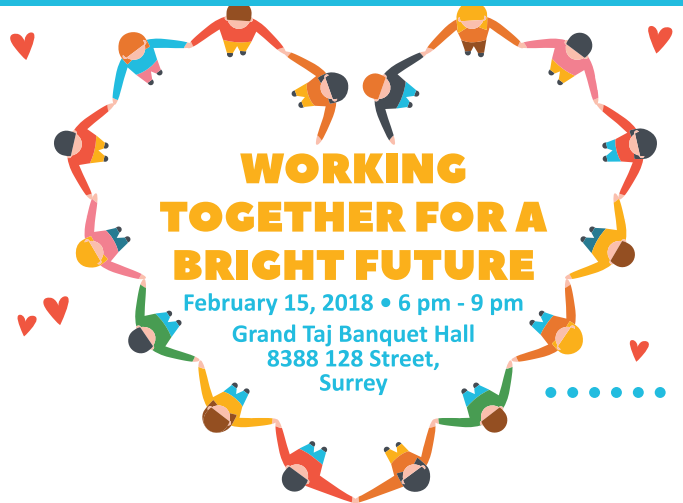
BCTF's New Teacher Conference

The BCTF is hosting an amazing conference full of learning opportunities, networking, and fun designed specifically for new teachers, TTOCs, and student teachers. The conference will take place at the Radisson Hotel in Richmond on **March 2 and 3, 2018**. Please find all the details (workshops program, agenda, resource fair...) at the [CONFERENCE WEBSITE](#):
Last week the Executive Committee carried the following motion to help support some Surrey attendees:

THAT we invite new Surrey teachers to request STA funding to attend the BCTF New Teachers, New TTOCs and Student Teachers Conference on March 2-3, 2018 up to a maximum combined expenditure of \$5000, with funds to come from the BCTF New Teachers Conference budget line. Costs covered for teachers include TTOC costs, conference registration fee, and mileage; TTOCs are eligible to attend under article G.7 TTOCs conducting union business, with cost of substitute, registration fee and mileage covered. Attendees will be selected on a first come first served basis until the \$5000 maximum is reached.

Therefore, if you are interested in attending BCTF's New Teacher Conference, please email [DONNA](#) to be eligible to access funding from the STA.

CALL FOR VOLUNTEERS



Colleagues, we need your help! The STA and Bright Beginnings Foundation are co-hosting a charity dinner on **February 15**. We're looking for bartenders to help pour drinks, volunteers to take admission tickets at the door, and someone to sell raffle tickets. If you could spare an hour of your time, please get in touch with Julia as soon as possible.

If you're interested in attending the event, consider buying a table of 10 seats and taking advantage to get to know your colleagues better. The STA Anti-Poverty Committee will cost-share \$100 with school groups!

Did you know that February is Anti-Poverty month and that BC is the only Province without a poverty reduction plan? There are many families in Surrey living in poverty. #GiveWhereYouLive

Joke of the Week



**Why did the banana go to the doctor?
Because he wasn't 'peeling' well!**

Thanks to Renata C. for this week's joke!

If you have a short, clean, (but not necessarily education-related) joke, please email it to [KELLY](#).

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.