



## Upcoming Dates

### FEBRUARY

- 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
- 28 Pink Shirt Day

### 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** by February 14.



## STA and Trustee Liaison Meeting

The STA Executive Committee had an involved meeting with the Surrey Board of Education last Wednesday afternoon where we pressed hard on them to respond to the teacher shortage and to the LST crisis as both issues intersect. We are extremely concerned with loss of service to LST students both from the failures-to-fill crisis (teacher shortage) and the understaffing of LST. As you all know, LST teachers have been triaging in the schools to meet the most desperate needs of the most vulnerable learners, and "regular" LST kids have in many cases been underserved. At the same time LST teachers have often been asked to cover for absent teachers, further reducing service to kids. It is our belief that if our restored contract were implemented fully, we would have at least 250 more LST teachers in our schools. We went over the history of the contract language with them in detail, to make sure they were informed as to the impact of their current choices. Executive members spoke of the LST crisis realities in their schools, and Arlene Laing presented an especially compelling case as she called upon her 38 years of service and experience in this district to point out how it used to be, what has happened in the last 15 years, and where we should be now with service to the kids with special needs. Using her school Green Timbers as an example, she explained in painstaking detail how the overburdened LST programs are unable to properly meet the learning needs with appropriate early interventions recommended by research into best teaching practices. How things are now is simply not acceptable.

We required Trustees to pay attention to our contract language, particularly parts for Resource and Tutorial rooms and CELD, which have yet to be restored. We also showed how to teachers, each child is an individual with hopes, fears, strengths, needs, and rights. We brought the general case to them, and showed our passion for meeting kids' individual needs as well. We hope they fully accept the challenge and advocate to the Province for better service for our students.



## Charity Dinner for Bright Beginnings Foundation

On Thursday, February 15th at the Grand Taj Banquet Hall, the Surrey Teachers' Association is co-hosting "Working Together for a Bright Future" with the **BRIGHT BEGINNINGS FOUNDATION**. The purpose of this event is to raise funds for a scholarship for a low-income Surrey high-school student with post-secondary ambitions, who would otherwise be unable to chase those dreams due to financial difficulties. The burdening expense of a post-secondary education should not be a barrier to a deserving student who wishes to further their education! All of the proceeds from the event, including ticket sales, raffle, and silent auction, will go towards the scholarship.

Since the following day is Focus Day, it's technically not a school night. So please consider supporting this great cause by attending with a colleague or friend by purchasing a \$50 dinner ticket to a night filled with entertainment, student performances, delicious food, raffles and a silent auction with amazing prizes.

#GiveWhereYouLive

## Bargaining Open House

We had a good turnout at last week's open house. Attendees expressed they were very grateful for the opportunity to ask questions and deepen their understanding of the bargaining process. STA Executive facilitated the session and provided details about the difference between issues that can be bargained locally and which ones must be tackled by the Provincial bargaining team. Due to the high level of interest, the STA is hoping to organize similar after-school events in different areas of the district. Stay tuned for more information!

### Job-Share: Who, What, Where, When, Why, How

If you missed last week's meeting, the essential information can be found [ONLINE](#).



#### Frequently Asked Questions:

- **Under what circumstances can a job share be denied?**  
Very few. If it is, please contact us!
- **I teach a specialty (or secondary). Does my partner need to be qualified to teach my subject?**  
Yes. If you're an LST-teacher, your job share partner needs to be LST as well.
- **Can I job share with multiple people?**  
Yes! If you do NOT own the position, you can join different people in their classrooms to create a 100% position. For example, you could job share 20% for teacher A, and 40% for teacher B.
- **Neither myself nor my partner own a position. Can we job share?**  
Yes. You can apply in the rounds as a job share team, however you must decide in advance who will "own" the position should the job share be dissolved.
- **How do I apply to job-share?**  
There is a sample of a 1-page agreement on our website. Modify the information to suit your needs.
- **When is the application deadline?**  
This year, applications must be submitted by **April 3**.
- **What happens if I don't find a job share partner? Will the District place someone in my classroom?**  
No. If you are not successful in securing a job share partner, the District will not find somebody for you. You could ask for a partial personal leave, but please understand that it is extremely unlikely that it would be granted. Without a job share partner, you would be required to work your full entitlement.



### 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.

### 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.

### Trivia Question

In the most recent STA Communication Feedback Survey, participants were invited to guess how many members are in the Surrey Teachers' Association. The survey had approximately 100 respondents, whose guesses varied wildly, from as low as 75 members to as high as 35000 members! Many guessed in the 4000-6000 range, but it was Erin M. who was closest (without going over!) with a guess of 5505. The most recent data from the BCTF shows that in Surrey, we have **5708 members this year**. Erin, we'll be sending you a prize in the courier.

## Looking for information about REMEDY and COMPLIANCE?



[CLICK HERE](#) to access the Calculating Remedy under the Memorandum of Agreement PDF.

- 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.
- These first notices only reflect the remedy owed for the month of October.
- **Remedy notices and calculations for the months of November, December will follow this month, as will the notice for January.**
- **This district aims to have their remedy notices to teachers caught up by the end of February. Moving forward, the District plan on 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.
- Once **everyone** at a school who is owed remedy makes their choice, the District will use that information to generate a posting for how remedy will be delivered at a given school.
- 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
- Secondary teachers can continue to choose from all three options available for semester one classes that were non-compliant despite now being in semester two.

## 114% Assignments

Some 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 3 times externally, and there were not any qualified applicants. In this case, Principals or Vice-Principals are required to notify all staff via email that the job posting had no qualified applicants, and that they are requesting any interested and qualified 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](#).



## Anti-Bullying Day

This year, **BC'S PINK SHIRT DAY** falls on **Wednesday, February 28**. The movement originated in Nova Scotia in 2007, when a Grade 9 student was the target of homophobic bullying because of their choice to wear a pink t-shirt. Two Grade 12 students took action by encouraging friends and classmates to wear pink to school the next day. The original article can be read, in full, [ONLINE](#). Since then, the Pink Shirt movement has spread internationally. While many initiatives focus on antibullying in general, it is important to remember that the roots of this movement stem from anti-homophobia. The **INTERNATIONAL DAY OF PINK**, on April 11 reinforces the message to celebrate diversity and fight against bullying, discrimination, homophobia, transphobia, and transmisogyny.



## New Teacher Social

**MENTOR36**, alongside the Surrey Teachers' Association and Surrey Schools, is co-hosting an event for new teachers on Thursday, February 22 at REC. If you're in your first THREE years of teaching or new to your role, please join us for dinner. The event will begin at 4:00 PM and provide an opportunity to connect with fellow teachers as well as District supports. Please [REGISTER ONLINE](#) before February 19.

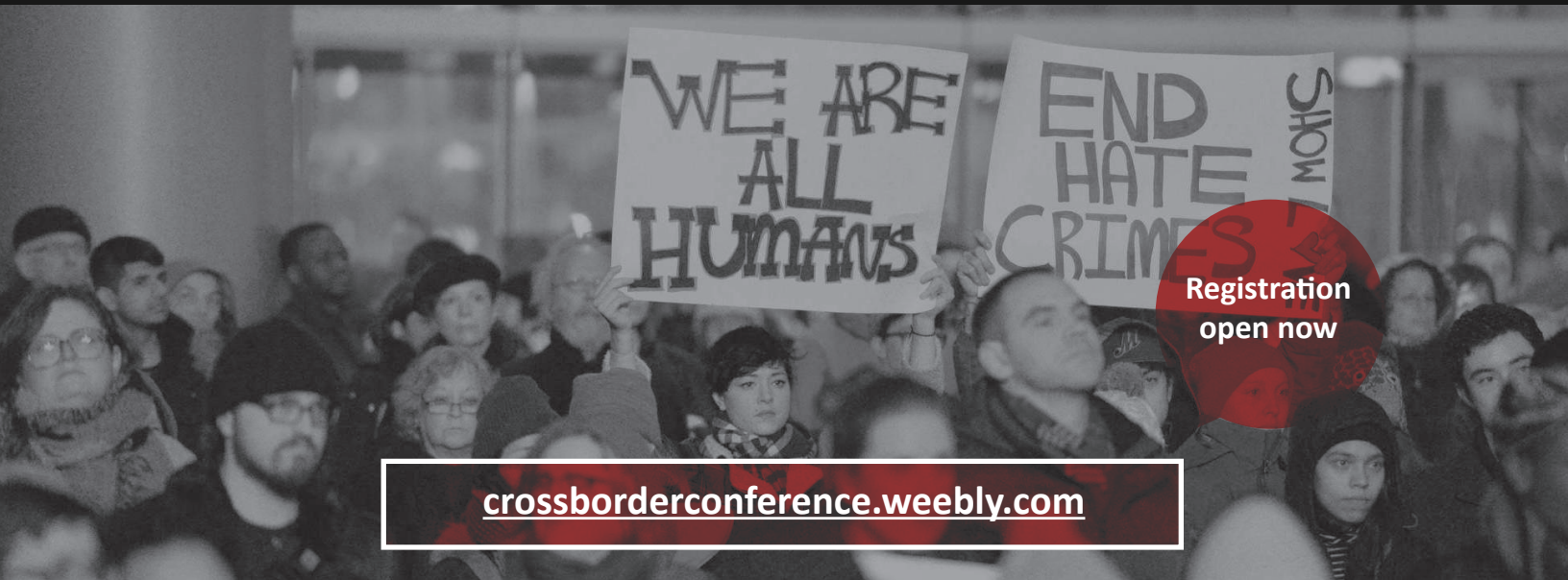
# BLACK HISTORY MONTH

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.

# Reclaiming Common Ground

A CROSS BORDER SOCIAL JUSTICE CONFERENCE FOR BC, WA AND OR TEACHERS

APRIL 7 • 8:30 AM - 4:30 PM • SULLIVAN HEIGHTS SECONDARY



We are pleased to bring a unique opportunity to your attention. Our STA International Solidarity Committee is hosting a Regional Social Justice conference here on **Saturday April 7th, at Sullivan Heights.**

The idea sprang up right after the American election in 2016 when a few of us were attending the North West Teachers for Social Justice Conference in Portland. Teachers there need to feel the solidarity of the larger community of educators as they face a rise in hateful rhetoric and threats to the human rights of themselves and their marginalized students. We are thrilled also to offer an event that is an international solidarity event for regular classroom teachers! You can expect to meet teachers from around BC, and from Washington and Oregon. When do we ever get a good chance to mingle with colleagues from across the border?

Perhaps the most thrilling part for us, though, is our line-up of keynote speakers and workshops. Many of you may know Seth Klein, BC director of the Canadian Center for Policy Alternatives, who has given workshops about "Economics for Teachers" and about poverty and inequality in our community but did you know his sister is Naomi Klein? She speaks around the world as a public intellectual and having her here with Seth is a rare opportunity! They will speak about education and the current local and global reality in a moderated conversation.

The one day conference is only \$35 to attend, and registration is open now. We hope many Surrey teachers will take advantage of this unusual chance right in our own district.

Arrival coffee and snacks! Lunch! Workshops! Keynote! Social Justice materials and books on display! Renew your spirit as a person who seeks to improve the world!

We teachers are on the front lines of societal change; we seek a more just world for all.

Take a look at our website  
[www.crossborderconference.weebly.com](http://www.crossborderconference.weebly.com) for more details.

## Keynote Speakers



### Naomi Klein

Naomi Klein is an award-winning journalist, syndicated columnist and international bestselling author, known for her books, *No Logo*, *The Shock Doctrine*, and *This Changes Everything: Capitalism vs the Climate*. Her most recent book, *No is Not Enough: Resisting Trump's Shock Politics and Winning the World We Need* was a New York Times and international bestseller. She is the Senior Correspondent at The Intercept.



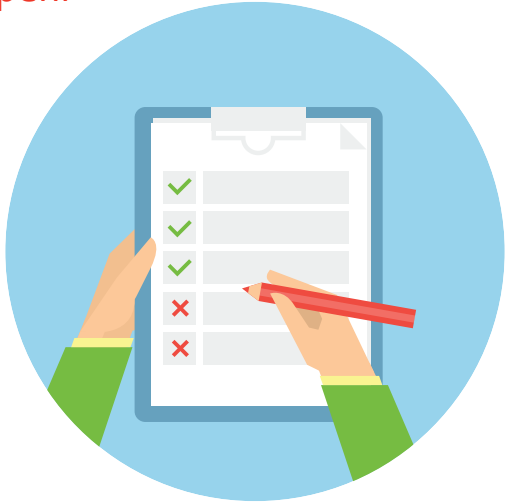
### Seth Klein

Seth Klein is the British Columbia Director of the Canadian Centre for Policy Alternatives, a public policy research institute committed to social, economic and environmental justice ([www.policyalternatives.ca](http://www.policyalternatives.ca)). He has been a social activist for over 30 years.

## Integration Support Concerns

Calling all Integration Support Teachers! Please check your current caseloads, and contact **JOANNA CERAZY** if you are currently working with more than 15 students.

## Attention K/K-1 Teachers: BCTF Provincial Kindergarten Survey Now Open!



The BC Teachers' Federation, in collaboration with the BC Primary Teachers' Association (BCPTA), invites Kindergarten and K/1 split teachers to complete a survey on working and learning conditions.

If you are currently teaching Kindergarten or a K/1 split in the 2017-18 school year, or have done so within the past 24 months (i.e. since 2016-17), you are encouraged to complete the survey by clicking this link to begin: <http://form.simplesurvey.com/f/I/FullDayKSurvey2018>

Participation is entirely voluntary and all information you provide will remain confidential. The survey should take about 15 minutes to complete.

If you are not a K/K-1 teacher, you can help by informing your K/K-1 colleagues that the survey will be open until **Friday March 2**.

Survey findings will be used to help the BCTF and BCPTA understand and advocate for K/K-1 teachers' working and learning provisions. A preliminary report is scheduled for release in Spring 2018.

Any questions about this survey can be directed to Anne Hales, BCTF Senior Researcher ([ahales@bctf.ca](mailto:ahales@bctf.ca); 604-871-2243).

## Ministry Updates

### Changes to Teacher Regulation Branch log-in

- You should have received an email outlining the procedures. If not, the information is available **ONLINE**. Essentially, the TRB is moving forward with the government BCeID, and you'll be required to register for an account in order to access the TRB Certificate Holders' Area.

### Combatting the Teacher Shortage

- The **MEDIA RELEASE** from February 9 announced additional initiatives the government is taking to assist local districts with recruitment and retention.

## Advocate Contributors



A message from Kelly MacLean, STA Communications and Campaigns

**Did you know that "The Advocate" is the larger, more robust/in-depth counterpart to the weekly memo?**

I would love to have more regular contributions from you, the members! Do you love to write? Maybe you have a story to share? Is there an issue or topic you'd like your colleagues to hear about? Please consider submitting something to the Advocate.

We have a very diverse group of teachers here in Surrey, and I would love to highlight the awesome work you do. For example, a day in the life of a kindergarten teacher is drastically different than that of an adult educator. Wouldn't it be interesting to learn about what our colleagues face on a daily basis? Let's spread some positivity and start a "Teacher Feature" or a "Shout-Outs" section.

In order to do so, I need your help! Please send me your shout-outs, or volunteer to let me buy you coffee and tell me about what life is like in your classroom! If you don't want to be named, stories can be published under a pseudonym or anonymously.

The next 10 people who **SEND ME AN EMAIL** with something for the Advocate (before February 28!) will get a Pink t-shirt

## February Focus: AntiPoverty

Did you know that BC is the only Province in Canada that does not yet have a poverty reduction plan?

February is designated as the month the **BCTF FOCUSES DIRECTLY ON POVERTY**. As teachers, we see the effects of poverty on our students and their families. This month's edition of **SEEDS OF SOCIAL JUSTICE** highlights the wide variety of resources available to teachers which address antipoverty actions. There are lesson plans, infographics, workshops and more. Please take a few minutes to explore; it will be worth it!



**"Daily 5 Math" Workshop:  
SPTA Pro-D**

The Surrey Primary Teachers' Association is excited to offer a "Daily 5 Math Workshop" on Tuesday, February 20 from 3:45pm-5:00pm at Hillcrest Elementary. This session, hosted by Laurel Dufault, Laura Hutchins and Brandi Scott, 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. To join in the fun, please **REGISTER ONLINE**.

## BC Teachers' Council has a New Surrey Teacher Member: Jatinder Bir



The BC Teachers' Council receives its mandate from the Teachers Act. It is responsible for establishing the standards for the education, competence and professional conduct required of applicants and educators in BC, setting teacher education program approval standards, and determining if teacher education programs meet these standards.

Elections for teacher representatives from each of the five Regional Zones are held every three years. This year, for the Fraser zone, local Surrey teacher, **JATINDER BIR**, was nominated. On February 1, we received notification that our colleague was named to the council.

Congratulations, Jatinder! Thank you for putting your name forward, and taking on this important work!

## Hello? Can you hear me now?

Did you move recently? Has your phone number changed? Did you get married and acquire a new last name?

This is a friendly reminder to keep your contact information **up-to-date**. Please take a few minutes to log-in to your **BCTF MEMBER PORTAL** and verify your details. Many provincial specialist associations use the BCTF membership database to send important information out to their members. Your STA also relies on this information regularly.

Unfortunately, the District and the BCTF don't share contact information. Apparently, at the District level, Human Resources and Payroll actually maintain separate databases! Go figure! Unfortunately, that means when making changes, all three need to be contacted.

To make the process as streamlined as possible, simply email the pertinent information to the following contacts:

[hr@surreyschools.ca](mailto:hr@surreyschools.ca)  
[payroll@surreyschools.ca](mailto:payroll@surreyschools.ca)  
[memberrecords@bctf.ca](mailto:memberrecords@bctf.ca)

**It would be wise to include the following information:**

1. BCTF membership number
2. District employee number
3. Your name prior to change
4. Your new name
5. Date of change
6. Documentation of the name change
7. Current address

**CALL FOR PRESENTERS**

**STA CONVENTION 2018**

**CLICK HERE**

## Joke of the Week



**How do you make a hanky dance?  
Put a little boogie in it!**

**Thanks to Margaret P. 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**.

**Congratulations to  
Jas S.  
who won our  
January draw!**

If you missed it, check out the replay of the Live video from Thursday, February 8 in our **SURREY TEACHERS FACEBOOK GROUP!**

**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.