

Monday Memo

Upcoming Dates

APRIL

17 Executive Committee Meeting

18 STARA Meeting

18-19 SURT - Staff Rep Training

24 Executive and Committee
Chairs Liaison Meeting

28 National Day of Mourning

MAY

4 STA Convention

23 STA Annual General Meeting

Notice of Annual General Meeting

Wednesday, May 23, 2018 at 4:00 pm
Bombay Banquet Hall
(7475 - 135 Street, Surrey)

Call for Nominations

We will be holding elections for Executive Committee positions, including table officer positions as well as the Resolutions Committee. We will also be adopting the STA budget for 2018-19, and setting the STA fee. If you are interested in putting your name forward for a position, please email a short statement before **Friday, April 27th** to STA@SURREYTEACHERS.ORG. We will send out detailed job descriptions for each position in next week's Monday Memo. If you would like information before then, please contact the [STA](#).

Important Information about Remedy

The District is in the process of organizing staffing at schools to begin providing remedy to teachers who are owed it this year. We will be sending further details in the near future, but want to highlight a few important points:

1. Remedy does not disappear at the end of the school year.

The Memorandum of Agreement (MOA) between the BCTF and BCPSEA does not expressly state what happens to remedy that has not been delivered by the end of the school year, except that the parties will discuss it. Our understanding from the BCTF is that the BCTF and BCPSEA agree that remedy that is not used does not disappear at the end of the school year. They disagree on how it will be handled. The BCTF's position is that remedy carries over to the next year in the form it was selected (i.e. prep time, non-enrolling time, or co-teaching time). Our understanding is that BCPSEA disagrees that it carries over in these forms, and believes that it would need to be monetized in some form (which would have to be agreed to by the local union and employer). The provincial parties are in discussions on this issue.

2. Teachers are not required to take remedy at a time when it will not be helpful to them. With all the remedy that is owed, and the limitations of staffing, people may not be able to get their first choice in terms of the scheduling of remedy. If you have an opportunity to get some or all of your remedy, and it will be helpful to you (as opposed to creating more work for you), then by all means do so.

3. Teachers are not required to prep for their remedy.

You are not required to create a plan for a remedy period. This may be a more realistic proposition for some teachers than for others, depending on what they teach and what they had planned to do at those times.

4. Teachers are not required to stick with their original choice for remedy delivery if it no longer makes sense.

Teachers whose classes generated remedy this year were asked to choose whether they would prefer remedy to be delivered in 1 of the 3 following ways: 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. If that choice no longer makes sense, you are not required to stick with your original choice. You and your colleague delivering your remedy are both professionals. You can use your professional judgement at this time to choose which of the 3 delivery methods currently makes the most sense and discuss that with your colleague. For example if in term 1 you had no prep and you chose prep as remedy, but this term you have a prep block, you may feel another teacher working with your students 1-1 is more beneficial.

Please stay tuned for more information about remedy as it becomes available.

Staff Rep Training Date Change

Staff Reps are encouraged to attend the training we are offering on this week at the STA office. "Creating Inclusive Spaces" is an excellent workshop about how teachers can take action in their classrooms and schools to contribute to making these environments more inclusive; helping to reduce barriers to inclusion based on race, gender identity, sexual orientation, class and physical ability.

Unfortunately we had to cancel the workshop we had booked for April 23 and 24, but there is still room to attend this week on **WEDNESDAY, APRIL 18** or **THURSDAY, APRIL 19**. Please register ASAP and fill out your LOA paperwork once you've received confirmation of registration.

STA Convention

With over 140 workshops spread across 4 sites as well as 18 excursions, there's something for everyone at this year's STA Convention! Catch the excitement on **May 4, 2018** by [REGISTERING ONLINE](#) now! Popular workshops will fill up quickly, so take the time to browse ALL the options online. If your first choice happens to be unavailable, step outside of your comfort zone and try something new! Learning doesn't just happen inside the classroom, there are loads of opportunities to get outside, enjoy nature, and get students engaged. Check out an excursion!

STA Convention: Aboriginal Site

No need to be confused about the redesigned curriculum re: Aboriginal worldviews or perspectives because we've got your back!



The STA's Aboriginal Education Committee is pleased to announce that Dr. Keith Thor Carlson will, once again, be the keynote at the Aboriginal Strand of Convention. "In this keynote address, Prof. Keith Thor Carlson provides a historian's perspective on what Canadian settler colonialism is and explains how non-Indigenous people can use historical thinking to begin to meaningfully contribute to the process of building reconciliation with Indigenous people and communities. This presentation introduces the audience to the key debates, challenges, and opportunities surrounding the subjects of settler colonialism, decolonization, and reconciliation. It does this in a way that provides teachers and educators with vocabulary, information, and pedagogical strategies so that they, in turn, can bring these important conversations into their schools and classrooms." Register for the Aboriginal strand of Convention today!

"Keith Thor Carlson is a professor of History and Research Chair in Aboriginal and Community-engaged History. Born and raised in Powell River on BC's west coast, his scholarship focuses on the Salish people of British Columbia and Washington State. He was adopted as an honorary member of the Sto:lo Nation in a potlatch ceremony in 2001. He also has emerging research relationships with Cree and Metis communities in Canada's prairie region. Another research interest remains in mid-twentieth century Philippine peasant history, and in particular in the history of the Hukbalahap. He is actively engaged in graduate supervision and considers community-engagement fundamental to both his and his students' research. Outside academia, he continues to receive ongoing education from Salish knowledge keepers and knowledge interpreters."

Failures-to-Fill

Colleagues, as you are well aware, there is no end in sight to the ongoing TTOC shortage. Every single day there are hundreds of students in school without a teacher. On April 12, 2018, a job-posting bulletin went out that was 53 pages long! While we hope that the District is able to find teachers for those classrooms, we realize that the TTOC will be further depleted. As frustrating as it is to lose your prep, please remember that it is not your colleague's fault if there was nobody else available to take their class while they were away.

Two important things to remember: Be kind to one another and TRACK! TRACK! TRACK!

This year we are particularly concerned in having ALL THE FAILURES-TO-FILL tracked, not only because of the TTOC shortage, but also as a way to verify if the District is actually failing to meet its district-wide ratios for LST, by having service to those students routinely pulled to cover for other teachers, particularly in elementary school.

School Staff Committees have had success drafting procedures outlining protocols for how failure-to-fills will be covered within their schools. For example, Failures-to-Fill would be covered first by administrators, followed by teachers on prep, and lastly by pulling LST (and/or other non-enrolling) teachers. While it is certainly frustrating to lose your prep-time, at least there are systems in place for recovering that time, eventually. It is important to keep track, for your own records, when you are asked to cover someone else's class during your prep.

At the school level, STA Reps should be keeping a detailed record of who is being pulled to cover in these ongoing situations of failures-to-fill. Access the tracking form [ONLINE](#) and please forward a copy to Grievance Officer, [MARK KEELAN](#). This data will help us understand if ratios are being met, and will help us advocate to the District with respect to the impact of failures-to-fill.

Action Groups



The BCTF Committee for Action on Social Justice (CASJ) has openings on its Antipoverty, Antiracism, Environmental Justice, LGBTQ, and Peace and Global Education action groups. Responsibilities of CASJ members include making recommendations to the BCTF Executive Committee on social justice issues, creating resources for teachers and locals, assisting locals and zones in developing general social justice programs and projects, and developing links with other unions and community groups. More information and application forms are available on the [BCTF COMMITTEE/FACILITATOR POSTINGS](#) page. The application deadline is May 31, 2018.

Social Justice

NEWSLETTER

The BCTF's monthly publication, The Seeds of Social Justice, is now available for the month of April. Each month focuses on a different social justice cause, and provides relevant information to teachers, along with resources and activity suggestions. This month puts the spotlight on LGBTQ+ issues.

[READ THE SEEDS OF SOCIAL JUSTICE ONLINE](#)

Additionally, the Winter/Spring 2018 Edition of the Social Justice Newsletter is now available. It can be read, in full, [ONLINE](#).

This edition features articles on topics such as violence against women, child poverty, and LGBTQ+ issues.

Curriculum Implementation Feedback Survey



The University of British Columbia is conducting a research project on curriculum implementation in French as a Second Language programs (French Immersion, Intensive and Core French). As part of this project, UBC has developed an [ONLINE QUESTIONNAIRE](#) for FSL teachers to provide feedback specifically on curriculum implementation in French programs. Please respond to the survey by **May 4, 2018**.

CASLT Chez-Vous

Sylvia Duckworth will present a full day workshop for all language teachers about using technology in the language classroom and on how to sketchnote! This event will take place at the Hilton Vancouver Metrotown Hotel on May 12, 2018 from 9:00 am - 3:00 pm. Coffee will be served from 8:30 am. Bring your technology! Read her workshop description and bio for more details! Come and have fun learning! Register [ONLINE](#).

Cross Border Conference , First Time Ever – A Big Success!



More than 300 people attended the Crossborder Conference on Saturday, April 7, 2018. It was our first social justice conference organized by the STA International Solidarity Committee and, in addition to several presenters, there were more than 50 teachers who came from Washington and Oregon. It was a very unusual opportunity to mingle with our colleagues from across the border and discuss issues that are of concern to all of us. Naomi Klein and her brother, Seth Klein, were our keynotes, moderated by Lianne Foster, a teacher from Queen Elizabeth. The more than 50 workshops were well attended at Sullivan heights. A big, heartfelt "Thank you!" to the teachers who helped with the organization of this conference, and to those whose classrooms were used. We hope to have the opportunity to repeat this event in the future, because we received such excellent feedback!

International Conference Pro-D Funding Draw Deadline Monday, May 1st



Every year at the May STA AGM (this year - it's **May 23, 2018**), we draw names for **four \$2500 Professional Development Funding grants** to attend an international conference. To be considered, completed application forms and accompanying documentation must be received by the STA office before 4:30 p.m. on the first school day of May (**May 1st**). If you are interested in applying, please carefully read the attached [GUIDELINES AND PROCEDURES](#). Your application can be faxed to the STA office, and must include information about the International Conference you would like to attend, such as a page from a website about the conference. Members who have applied must be in attendance at the AGM to be eligible to win. Good luck!

BARGAINING SURVEY

The much anticipated bargaining survey is ready for you to complete!

With the struggles over the last 16 years in bargaining, we need to be engaged in bargaining even more with this round. We have more opportunities for member's voices to be heard. The Bargaining Survey provides you with a shared level of responsibility to be involved in what your local and provincial bargaining committees do to support you.

We anticipate the survey taking most folks 20-30 mins to complete. So please find a time when you're not feeling as rushed because we really want to hear from you.

Please follow this link to complete the survey:

[HTTPS://WWW.SURVEYMONKEY.COM/R/PROV2018](https://www.surveymonkey.com/r/PROV2018)

The Bargaining Committee is meeting regularly and would like to extend an invitation to Surrey's Local Specialist Associations. LSA Chairpersons are encouraged to meet with their members to discuss bargaining objectives and issues, and bring that information with them to an upcoming Bargaining Committee meeting. The Bargaining Committee will be meeting after school at the STA office from 4:00 PM to 6:00 PM on the following dates: **April 25, May 7, and May 14**.

Questions should be directed to co-chairs, [KEVIN AMBOE](#) and/or [VIOLETTE BAILLARGEON](#).



Day of Mourning: BC Schools Project

The Project is designed to actively encourage more schools to participate in the Day of Mourning on Friday, April 27, 2018, and thus commemorate those workers who were killed or injured on the job. An additional goal is to educate students on workplace safety, and, in doing so, help reduce young worker injuries and fatalities. You will note that while federal legislation specifically references April 28 as the Day of Mourning, school related activities will be conducted during the week of April 23 and culminating on Friday, April 27, the day before community hosted events.

Resources, activity suggestions, and information from the “Day of Mourning: BC Schools Project” will be delivered to every secondary school site and learning centre this week, so keep an eye out for them! School admin will receive them. Staff and interested teachers can connect with admin for access.

This Project is a partnership between the [BC FEDERATION OF LABOUR](#), [BC LABOUR HERITAGE CENTRE](#), [BC PRINCIPALS’ AND VICE-PRINCIPALS’ ASSOCIATION](#), [BC SCHOOL TRUSTEES’ ASSOCIATION](#), [BC TEACHERS’ FEDERATION](#), [CUPE BC](#) and [WORKSAFE BC](#) to actively encourage more schools to participate in the Day of Mourning. Teachers, please consider incorporating some of the suggested activities into your class time. More information, as well as instant access to some of the resources, is available [ONLINE](#).

Are your students at risk of death or injury?

By Al Cornes



On average, 27 young workers are injured on the job each day in British Columbia. With many secondary students working part-time, one of them could be in your classroom.

BC workers under the age of 25 face particular occupational risks and hazards, often as a result of inadequate training, education, supervision, understanding or instruction regarding the dangers of their workplace, and the rights and regulations surrounding safe workplaces.

Young worker awareness education can start in our schools.

Annually, over 120 BC schools take part in the Day of Mourning B.C. using scripts, posters, postcards, and a powerful video featuring Matthew Bowcott telling the story of his workplace injury. Daily scripted announcements lead up to the day of observance, which saw the students respectfully holding a moment of silence after a formal address.

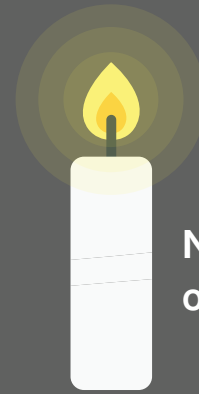
April 28, 2018 marks the National Day of Mourning, to remember the hundreds of workers killed on the job each year, and to advocate for safer workplaces for all.

Al Cornes is a retired teacher, former BCTF staff member, BC Labour Heritage Centre Board member, and DOM BC Schools Project project manager.



Surrey Teachers in solidarity with the [@HUMBOLDTBRONCOS](#) community last April 12th. Our thoughts are with the loved ones of those affected by the tragedy.

[#JERSEYSFORHUMBOLDT](#)
[#HUMBOLDTSTRONG](#)



National Day of Mourning

On April 28, 2018, we pause to remember those workers who were killed while at work and those who are still suffering from a work-related injury or illness. Education is the key to prevention! More information from the BC Federation of Labour is available [ONLINE](#).

Joke of the Week



What is a monster's favourite airline?

Scare Canada

Thanks to Cheryl 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.