

Monday Memo

Upcoming Dates

JUNE

- 11 Pension Outreach in Burnaby
[SPTA Social](#)

- 12 Executive Committee Meeting

- 13 Special General Meeting + STARA

- 14 [Status of Women: Anti-Violence Training Session](#)
[Status of Women: Wellness Event](#)

- 20 [STA National Indigenous Day Celebration](#)
[New TTOC Conference](#)

- 30 [TTOC Experience Transfer Deadline](#)

Special General Meeting: June 13, 2018

All Surrey teachers are encouraged to attend the final SGM of the year at 4:00 pm on June 13, 2018 at EagleQuest Golf Center. It is important to come and participate in the role our local plays in the process of setting the provincial bargaining objectives.

The final STARA meeting of the year will begin immediately following the SGM.

Please note that, due to the SGM, the only elections taking place on June 13 will be for Resolutions Committee, Awards Committee, Political Actions/Public Relations Committee and for one Elementary representative on the Bargaining Committee. Other committee vacancies will be filled at the September STARA meeting.

Reporting Grievances Resolutions

As many of you know, the STA filed two grievances on reporting in the fall of 2016. This was in response to what many teachers saw as an unreasonable change in expectations from the district around the reporting tools. The two grievances were filed on the Professional Autonomy and Technological Change clauses of the collective agreement, and both were referred to arbitration by the BCTF. Both of these grievances have now been settled, the first through negotiated settlement two weeks ago, and the second through mediation last week.

The professional autonomy grievance was settled through an agreement that the district would not refer to reporting tools in any postings or school profiles, going forward, and would not use a teacher's choice of reporting tool as a way of determining suitability in hiring for teaching positions. We had heard many reports during the spring transfer rounds last year, and during Round One this year, of principals determining suitability for positions based on an applicant's choice of reporting tools, so we were quite satisfied to settle the grievance in this manner.

While participating in the arbitration to settle the second grievance around technological change, we were dismayed to see that 17 school profiles associated with the postings in Round Two made reference to reporting tools. We brought the error to the attention of HR, and the school profiles were changed promptly and teachers were notified of the change by an email from Jordan Tinney last Wednesday.

We hope that principals have now been informed of our agreement, and will not be considering choice of reporting tools as a factor in the awarding of positions in the upcoming or future transfer rounds. If it appears that a principal is doing so, please notify the STA as soon as possible.

With the assistance of the arbitrator acting as a mediator, we settled the technological change grievance last week. The settlement put processes in place that should lead to eventual improvements in reporting processes and tools for elementary school teachers:

1. The district has committed to providing some training for teachers on the privacy implications of using digital tools for reporting.
2. The district has committed to increasing transparency regarding the numbers of digital devices (laptops, iPads, iPods) available to teachers at each school.
3. The district has committed to meeting with STA representatives to review feedback and consider improvements to reporting tools, in good faith.

Elementary teachers have a choice between the current reporting tools and they are free to choose the one that makes the most sense for them and their students in any given year. The STA will be seeking feedback from teachers regarding their views of how reporting tools can be improved in Surrey.

We recognize that the changes to reporting over the last two years have caused significant uncertainty and hardship for many of our elementary school teachers. Thank you to all of the teachers who have taken the time to communicate with us about their experiences, and an especially big thank you to all teachers who assisted in the grievance process.



Surprised you didn't get the job? Types of Transfer Grievances

In general, there are two main types of transfer grievances. Sometimes teachers are not shortlisted for an interview because the principal decided they were not qualified based on their application. In suitability grievances, a teacher was interviewed, but the principal considered a junior candidate demonstrably more suitable, and offered them the job instead.

This year, the STA plans to use the expedited arbitration process in the Collective Agreement for transfer grievances. That means that timelines are very short, particularly for Round Two grievances.

You can find out if someone with less seniority was awarded the job by reviewing the [ROUND ONE CLOSED REPORT](#) which is now available for viewing on the District website. Please note that you need to be logged-in to be able to access the report.

If you do find that a teacher with less seniority was awarded a job you applied for, and you feel you were well-qualified, or there might have been an irregularity in the process, please contact Mark Keelan at the STA office by e-mail to GRIEVE@SURREYTEACHERS.ORG.

It is **VERY** important, given the short timelines, to seek advice about irregularities as soon as possible.

Shortlisted without Interview?

Did you apply for a job in Round One? Were you contacted for an interview?

Unlike other districts, in Surrey the candidate with the most seniority is not always awarded the position. Due to language in our Collective Agreement, the job can be awarded to a less senior, but more suitable candidate. However, candidates with more seniority must be offered an interview.

At the end of the 2016 school year, the STA filed a grievance regarding the fact that the Employer had engaged in the practice of not shortlisting teachers according to seniority while awarding positions in Rounds One and Two.

In February, a Letter of Agreement was signed, which clarifies the shortlisting process. It specifies that all qualified applicants will be shortlisted in order of seniority and that all applicants who are shortlisted will be offered interviews. Read the Signed Letter of Agreement here: [HTTP://BIT.LY/2FPLWB8](http://bit.ly/2FPLWB8)

If you applied for a job in Round One, please check the [CLOSED REPORT](#). If the job was awarded to a candidate with less seniority than you, and you were not offered an interview, please contact Mark Keelan, Grievance Officer, via email to GRIEVE@SURREYTEACHERS.ORG.

Mediators Wanted!



The STA Executive Committee will appoint up to 2 Surrey teachers to the STA Mediation Service. Successful applicants are appointed for a three-year renewable term. Release time will be provided to attending training in conflict resolution and mediation, as well as how to conduct mediation sessions. The deadline for application is Monday, June 11, 2018 at 4:30 PM.

More information about the service can be found [ONLINE HERE](#). Teachers can apply using the [STA CURRICULUM VITAE FORM](#).

Opportunities for Members: Provincial Bargaining Team

The BCTF is currently accepting applications for the Federation's Provincial Bargaining Team which will be appointed by the Executive Committee. The team will work under the direction of the Executive Committee and will be responsible for negotiating the provincial aspects of the next collective agreement. Applicants should have a wide range of negotiation, contract administration skills and experience, and be very familiar with the current issues faced by teachers in the workplace as well as the process of negotiations and contract enforcement.

The application deadline is August 13, 2018. Learn more and [APPLY ONLINE](#). Other employment opportunities are also posted and [ACCESSIBLE ONLINE](#).

June 14, 2018

Anti-Violence Workshop

The STA's Status of Women committee invites you to participate in an interactive multi-media session on the reality of violence experienced by women and girls in Canada today, the ways to end it, and the tools available to engage youth in violence prevention.

The workshop "Let's Talk About Gender-based Violence" will be presented by Anastasia Gaisenok, Executive Director of Check Your Head: The Youth Global Education Network. Teachers will receive a unit ready to use in the classroom or workplace.

To reserve your spot for this half-day workshop, taking place on Thursday, June 14, please [REGISTER ONLINE](#). Once you have registered, if you require a TTOC, please submit your LOA.



Wellness Event

The annual Wellness retreat, organized by the STA's Status of Women committee is taking place on Thursday, June 14, 2018 at Beecher Place (near Crescent Beach). It's a wonderful, relaxing space, with plenty of room to enjoy the summer weather while mingling with colleagues. The event will include yoga and zumba (for those who'd like to participate), as well as dinner and the chance to win door prizes. Reserve your spot by [REGISTERING ONLINE](#) today. Stay tuned for more details to come.



June 20, 2018



National Indigenous Day Celebration

The STA Aboriginal Education Committee invites you to attend the 3rd Annual National Indigenous Day Celebration!

Join us at REC on Wednesday, June 20, 2018 at 3:30 PM for traditional teachings, dancing, and music. There will be food, giveaways, and much, much more! Please [REGISTER](#) in advance to secure your spot at this free event. If you have any questions, please contact [CAROLYN SOUSA](#).

A friendly reminder that all STA events are scent-free. Please honour all guests by refraining from wearing scented products. Thank you!

New TTOCs Conference and BCTF Induction Ceremony

If you are a new TTOC (or someone who's been TTOC-ing for a year or two but haven't previously attended) consider this your personal invitation to be formally inducted into the British Columbia Teachers' Federation! The STA will be hosting a day-long conference on Wednesday, June 20, 2018 at the STA office. Please confirm your attendance by [REGISTERING ONLINE](#).

If this is a day that you would normally TTOC, you will not lose out on a day's pay by attending. Submit a paper-copy LOA to Pete Nuij at the District Office. Every school's office should have paper LOA forms available; ask the secretary if you need help locating one.

LOA Information:

Article G.7. - "TTOCs conducting union business"

Details: STA New TTOCs Conference

Cost of TTOC to be borne by: STA

Attention: Matt Westphal



June 21, 2018

EI Workshop

Are you a TTOC? Do you have questions about Employment Insurance? Bring your questions to the STA Office on Thursday, June 21, 2018. The information session will run from 4:00 PM - 6:00 PM and snacks will be provided. Please [REGISTER ONLINE](#) so we can confirm numbers and ensure there's enough food.



Enrollment in Optional 12-Month Pay Plan

Applications for the Teacher Optional 12-Month Pay Plan for the next school year must be received in the Payroll Department by June 15th. Please note that those already on the plan do not need to reapply.

Enrollment forms and Frequently Asked Questions (FAQs) are available in the HUB on the District website, or via [THIS LINK](#). You must be logged-in to access the information.

To navigate to the documents yourself, follow this map once you've logged-in:
Me > Employee Essentials > Pay & Benefits > Teachers > Pay Schedules, Announcements, Documents > Teacher Optional 12-Month Pay Plan

Surrey Public Art

snəwəyət: Nature's Gods (Nature's Teachers)



Excerpt:

For the Kwantlen First Nation, gods and teachers are the same thing. The rough translation of snəwəyət is "sacred teachings," but really, there is no hənqəminəm word for teaching as it is a European concept (hənqəminəm is one of the Indigenous languages spoken in this region). The Kwantlen people believe the lessons we need to learn are simply there in the world around us.

Check out Wes Antone's design on the doors and windows of the Surrey Nature Centre! Read more about this Public Art Exhibit via the [CITY OF SURREY'S WEBSITE](#).

BCTF News Release

"BC's teacher shortage creating problems for new school year before current one ends."

BCTF President Glen Hansman highlights the proposals made by the task-force back in December, and urges the government and districts to do more to help alleviate the shortage by taking action. Read the [FULL NEWS RELEASE ONLINE](#).

Joke of the Week

Overhead in the classroom...

Student 1: "Hey, have you heard of Murphy's Law?"

Student 2: "Yeah."

Student 1: "What is it?"

Student 2: "If something can go wrong, it will go wrong."

Student 1: "Oh, okay. Have you heard of Cole's Law?"

Student 2: "No, what is it?"

Student 1: "Thinly sliced cabbage! Hahaha."

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.