

# Monday Memo

## Upcoming Dates

JUNE

- 20 STA National Indigenous Day Celebration  
New TTOC Conference

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- 21 EI Workshop

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- 28 TTOC Year End Social

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- 30 Surrey Pride  
TTOC Experience Transfer Deadline

## STA Scholarships and Bursaries for Children of Members

Did you know that in addition to the Jennifer Wadge Memorial Social Justice Award, the Surrey Teachers' Association annually awards six \$2,000 scholarships and six \$2,000 bursaries to the children of STA members?

In order to be eligible for a scholarship or bursary, applicants must be the graduating children of STA members active during the applicants' graduating school year. Applicants will only be considered if they have graduated from a public high school in any district. We encourage applicants to apply for all awards for which they feel they meet the criteria - although as per STA guidelines, an individual is only eligible to receive one of the awards.

This year's deadline for applications is 4:00 pm, Friday, September 7, 2018. The awards will be presented at the October General Meeting. Application forms can be downloaded [HERE](#).

**Congratulations to all the graduating children of members and good luck in your future endeavors, whatever they may be!**

## STA'S ABORIGINAL EDUCATION COMMITTEE PRESENTS ITS 3RD ANNUAL NATIONAL INDIGENOUS DAY CELEBRATION



The STA Aboriginal Education Committee invites you and your family to attend the 3rd Annual National Indigenous Day Celebration! Please join us at REC on **Wednesday, June 20 at 3:30 PM** for traditional teachings, dancing, and music. There will be a delicious dinner, giveaways, and much, much more! This event is **free** for all Surrey Teachers (and children under 12). Cost to guests is \$25 for the dinner.

To reserve a spot for dinner everyone must [REGISTER](#) in advance.

## SGM Highlights!

At last week's SGM, Surrey teachers considered our bargaining committee's recommendations for bargaining priorities. Due to the confidential nature of discussing bargaining, most of what was covered cannot be shared in print. The focus of the SGM was to discuss the locally-developed bargaining objectives that Surrey will be bringing forward to the BCTF. The presentation, discussion, amendments, and approvals all happened "in committee." This means that members in attendance are able to discuss and share what happened at the meeting with other members, but that nothing will be distributed in print. Chair, Kevin Amboe gave a great example supporting the rationale behind why the bargaining objectives were discussed "in committee." In short, it prevents the information from being manipulated by non-members. For example, reporters are not able to cherry pick certain sentences to use as examples or to quote in a news article without the full context. If you'd like to read the bargaining objectives for yourself, you're welcome to visit the STA office and have a look. Copies will not be distributed via email or courier.



Prior to the opening of the SGM, the Jennifer Wadge Memorial Social Justice Award was co-presented to three very deserving Surrey students (and Social Justice activists) by Jen's parents and STA 2nd-VP Julia MacRae. Coincidentally, all three award winners happened to be from Lord Tweedsmuir Secondary! Congratulations to the award winners, and thank you to the teachers who foster the development of social justice activists!

In related news, the four members who will make up next year's Awards Committee were elected, and they will meet in September to begin the process of evaluating the applications and selecting the next batch of award winners.



## NEW TTOC CONFERENCE AND BCTF INDUCTION CEREMONY

June 20,  
2018

[CLICK HERE TO REGISTER NOW](#)

## More Registrants Welcome!

If you are a new TTOC, or someone who's been TTOCing for a year or two but hasn'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. **Please register ASAP.**

*If you've never been to the "New TTOC Conference and Induction" you are invited! It's an opportunity for you to be officially welcomed into your local union, the Surrey Teachers Association (STA). You get to learn all about your rights as a teacher in Surrey. It's extremely informative; and you'll put a face to a name when you meet some of the full-time table officers (FTTOs), who are there to support you. The conference is also a great way to connect and talk with other colleagues. Also, you're paid for the day just as if you were TTOCing normally and a lunch is provided. - TTOC Rep, Andy Liebermann (who also posted a great example of how to fill out your LOA paperwork in the Surrey TTOC facebook group!)*

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

## Political Action/Public Relations Committee

During last Wednesday's SGM/STARA meeting, seven STA members were acclaimed to the Political Action/Public Relations committee. This committee has the responsibility of investigating political candidates' positions and attitudes on education. Although the committee is usually most active at election times it can be assigned various tasks related to public relations on hot educational issues during the course of the year. Committee activities involve such tasks as designing and placing advertisements, writing letters or press releases, arranging speakers for public meetings, phone campaigns, mail outs and recommending candidates for public office.

One of the main focuses for this committee will be the upcoming School Trustee Elections, happening in Surrey in October. With the quick timeline, the PA/PR committee will be getting the ball rolling with a meeting this Tuesday, June 19 at 4:00 PM in the STA office. If you're interested in attending the meeting, RSVP to [JULIA MACRAE](#).

## Surprised you didn't get the job?

### Types of Transfer Grievances


In general, there are three types of transfer grievances: seniority, qualification and suitability. In qualification grievances, a teacher is sometimes not shortlisted for an interview because the principal decided they were not qualified. 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 will use the expedited arbitration process in the Collective Agreement for transfer grievances. That means that timelines are very short, particularly for Round 2 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. **The Closed Report for Round Two will be available starting June 21.** Please note that you need to be logged-in to be able to access the report.

If you were not awarded a job that you feel you were well-qualified for, find that a teacher with less seniority was awarded a job you applied for, or there might have been an irregularity in the process, please reach out ASAP to Grievance Officer [MARK KEELAN](#).

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



## EI Workshop: June 21, 2018

Last chance to register! The workshop is happening **THIS THURSDAY** at the STA office.

Are you a TTOC? Do you know how to apply for and claim Employment Insurance this summer? We'll walk you through the process and answer your questions. The information session will run from 3:30 PM - 5:30 PM. Please [REGISTER](#) online.

## TTOC Experience Transfer

The deadline to apply to have your TTOC Experience transferred to your Contract Teaching Experience is June 30! Sign and send the [FORM](#) to the District (Attn: HR/Payroll). It might make you eligible for an incremental increase next September!

## Summer Pro-D – is it right for you?

There are several issues to consider when teachers are deciding if summer Pro-D is right for them. One is that professional development must be teacher directed, and not prompted by administration. It is not unheard of for administrators to ask Pro-D chairs to hold votes on the matter or even to suggest specific workshop topics. Teachers may feel pressured by this and be uncomfortable pushing back, however it is essential we resist management attempts to take control of teacher professional development. All professional development, including summer Pro-D, must be teacher initiated and directed.

All Pro-D, including summer Pro-D, should meet the purpose of professional development as laid out at F.22.1 of the Collective Agreement: "to enhance curricular knowledge, to heighten instructional skills, and to broaden exposure to pedagogical theories, methods and strategies." Proposed activities for summer Pro-D **should not** include staff development activities; that is, activities that would normally take place on an admin-directed non-instructional day or during a staff meeting, such as development of school goals, development of school-wide behaviour plans or protocols, training on the MyEdBC program or administrative tasks such as beginning of the year organizational items.

In order to determine whether or not your school site will host summer Pro-D, there must be a vote.

All STA members who are expected to be assigned to the school in the 2018/2019 school year are eligible to vote. This includes full time continuing teachers, part time continuing teachers, district based teachers (who normally work at the school on the affected days), job share partners depending on their schedule, and people who have successfully transferred in to the school.

In order to pass the motion, and approve summer Pro-D, 75% of the total number of staff must vote in favour. Those who abstain, or don't vote (not in attendance) will be considered negative votes.

## Mentor 36: Join Now!

Teaching: you don't have to do it alone! As a new teacher, or someone new to a grade level or subject area, things can get overwhelming. There's a lot of responsibility on your plate, and you're working hard. Studies show that when teachers support one another, everyone benefits. Whether you're brand new, or experienced, joining the joint STA/SD mentorship program will be a wonderful experience.

Mentors and mentees work together in cohort learning groups. There are many opportunities for collaboration, sharing, asking questions, and supporting one another. Last year, in addition to the mentorship sessions, participants enjoyed a retreat to Harrison Hot Springs and a year-end celebration. The learning and collaboration were invaluable!

The project is currently accepting applications from both mentees and mentors for the upcoming school year. For more information, and to apply, visit the [MENTOR 36 WEBSITE](#). Please share this opportunity with anyone who might be interested!

## TTOC Year End Social Event



The STA TTOC Committee is hosting an end of the year social on **Thursday, June 28!**

Join your colleagues for a celebratory evening, with appetizers and one **free drink** provided courtesy of your TTOC Committee. There will also be a selection of door prizes you could win!

Registration in advance helps to gauge numbers for the food order, so please **CLICK ON THIS LINK** and add your name. We hope many of you will join us to celebrate the end of a busy year!

## Opportunity for Members: Provincial Bargaining Team

The BCTF is currently accepting applications for the Federation's Provincial Bargaining Team. 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 and 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](#)

## SURREY PRIDE FESTIVAL AT HOLLAND PARK

The Surrey Teachers' Association has been a proud sponsor of the Surrey Pride Festival for the last few years. We will have some fun swag and great draw prizes for kids or classroom teachers. Please come to our booth and say hello!

The family friendly event is from 11:00 AM to 3:00 PM on Sunday, June 30 at Holland Park (13428 Old Yale Rd, Surrey, BC). Please note that Holland Park has limited parking. Parking on the neighborhood streets is preferable. Parking at the mall is at your own risk.

What to wear to a Pride event? Colourful is great! But you, just as you are, are fantastic too!

\*If there are Surrey Teachers who have an hour or two to staff the STA Pride booth between 11:00 AM and 3:00 PM, please contact Heather Kelley, Chair of our Ad Hoc STA LGBTQ Committee, ([KELLEY\\_H@SURREYSCHOOLS.CA](mailto:KELLEY_H@SURREYSCHOOLS.CA)). See the following link for more info on the Surrey Pride Festival:

[HTTP://WWW.SURREYPRIDE.CA/](http://www.surreypride.ca/)

## Benefits for People Who Are Resigning

The STA has previously advised that if you are resigning from the District (e.g. to work in another district) you are only required to give 30 days' notice ahead of the start of the next school year. For a resignation taking effect as of September 1, 2018, our advice continues to be that you provide the district with 30 days' notice of resignation (i.e. on July 31). However, some members who have already provided the district with notice of their resignation effective as of September 1, 2018 have received documents from the District indicating that they are resigning as of June 30. Please do not sign such a document, but request one with the actual effective date of your resignation which should be September 1, 2018.

This is related to your benefits coverage for July and August, which are pre-paid over the course of the school year; if you pay your benefits up to and including the month of June, they should be covered through the end of September. Thus, even if you are resigning as of September 1, you should be entitled to benefits coverage over the summer and for all of September. However, the District has not confirmed that it agrees with our position on benefits. Should you have any questions, please don't hesitate to ask us here at the office.

## Free Canadian Social Justice Resource!

While planning for the fall, don't hesitate to access for free: **VOICES INTO ACTION** for secondary schools (ERAC approved, bilingual, award-winning, curriculum-based) with over 35 impactful chapters with primary resources, thought provoking lessons, original documentary films with first person testimonials - on topics of human rights like: Holocaust, Islamophobia, Komagata Maru, Chinese Head Tax, Indigenous History, Rwanda, global immigration, and so much more. Save time planning when you register (free, always).

If you'd like to try something experiential and creative next year then have a look at **VOICES INTO ACTING** / where we take the topics within Voices into Action and turn it into a public performance for your school community. As a former full-time Drama teacher of over ten years with the VSB I'd be happy to support you throughout the project.

A message from Jodi Derkson, BC Regional Director of Educational Programs, non-profit FAST. Jodi can be reached via [EMAIL](#) or by phone at 604-767-2139.

## Safety Tips – End of Year Clean-Up

- 1) Avoid over-filling garbage cans and recycling bins by using multiple small bags - Overstuffed baskets and bags filled with paper and books can cause back, shoulder and neck injuries. These heavy loads can also cause injuries for our CUPE colleagues. Small loads make it easier on everyone!
- 2) Use proper lifting techniques or grab a dolly - Ask your administration to make sure that multiple dollies are available for end of year clean up. If your school has an elevator, use it rather than the stairs to transport your loads. If you must lift a box, lift with your knees and avoid bending at the waist.
- 3) Use a ladder - When cleaning off bulletin boards and emptying high shelves, make sure you step up using a ladder instead of desks, chairs and tables. A number of teachers have been seriously injured in falls. Every school was provided with small step ladders. Your custodian may have a larger ladder for higher jobs.
- 4) Store heavy materials on lower shelves - When putting items away in storage rooms the bottom shelves should have the heavy stuff and only lighter items should be stored above eye level. It is helpful to label boxes with both the content and weight. Items should not protrude into aisles.
- 5) Break clean-up jobs into smaller chunks - If you can, do your clean up and organizing a little bit at a time. Many injuries occur when people do a job they don't usually do for an extended period of time. For example, stapling paper, borders and wording onto bulletin boards. Muscles need time to adapt and an occasional rest.
- 6) Get help - If you have a number of bigger jobs to do, or if you are moving to a new school, find friends, family or colleagues who can help you. If you have a medical condition that prevents you from lifting or walking long distances, it may be possible to have the District provide you with a medical accommodation which may include having transport move your boxes. This usually requires a medical note stating any limitations.



## Reminder: Submit Your Receipts!

Attention teachers! Do you have any outstanding, unclaimed expenses from this school year? Have you filed your claim to be reimbursed for Pro-D or other related expenses? Committee members, do you have any receipts that need to be sent in? This is a friendly reminder to complete your expense vouchers and submit your paperwork (including receipts!) ASAP! The STA's fiscal year ends on June 30 and Donna is trying hard to get everyone paid. Please help her out by not waiting until the bitter end to get your paperwork in! Can't find your sheet? Download it [HERE!](#)

Forms can be sent via courier to the STA office. Attention: Donna Stewart.

## Joke of the Week

**What did Franky-stein's mom bring to the parent-teacher night?**

*Part of a parent and part of a teacher!*

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.