

# Monday Memo

## Upcoming Dates

### JUNE

- 26 Executive Committee Meeting
- 28 TTOC Year End Social
- 30 Surrey Pride  
TTOC Experience Transfer Deadline

### SEPTEMBER

- 3 Labour Day
- 4 School Starts
- 24 Non-Instructional Day
- 26 Special General Meeting  
STARA Meeting
- 28 Orange Shirt Day

## Relax! You've Earned It!

Thank you to all the Surrey teachers and associated professionals who have worked extremely hard, in sometimes frustrating situations, and made this year the best it could be for the many learners in our community. You are the glue that holds things together! We know how much time, effort, and energy you put into your work and recognize that this year has not been an easy one. We continue to advocate for full implementation of our restored Collective Agreement language and are hopeful that next year will be better.

Teaching can be very exhausting and draining, especially in challenging times such as these when you might habitually be losing your prep time. It is very important that you use this "time off" as **time off** to rest and restore your energy levels. Take the time to practice self-care, maybe schedule a massage (use your extended benefits) or learn to meditate. Develop some self-care strategies over the summer so you have tools you can implement for when things get stressful next year.

We hope that you all enjoy a wonderful, relaxing summer and look forward to seeing you again, well-rested and refreshed, at the September STARA and Special General Meeting on September 26, 2018.

## Retiring or Leaving the District?

Things to consider:

### 1. Notice:

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. You can, of course, give more notice of resignation or retirement.

### 2. Benefits:

Whether you are retiring or resigning from the District as of June 30th, or if you make your final decision during the summer and resign or retire as of 30 days before the start of the new school year, you are covered for Extended Health Benefits (EHB), Dental and MSP through September 30th. Don't forget to make arrangements for coverage beyond that date in a timely way.

### 3. Remedy:

If you're still owed remedy that you weren't able take this year, the STA has negotiated a payout for teachers who are retiring or otherwise leaving the District, because there is no other way for them to receive this remedy that they are owed, after this year.

### 4. Preparation Time:

If you have outstanding preparation time that was lost, and not recovered by the time you're scheduled to leave the District, please contact the STA office and let **MATT WESTPHAL** know so that we will have a record of it. The STA will advocate on your behalf regarding your lost prep time, but we cannot guarantee that your lost prep will be paid out at this point.

Have a wonderful summer!

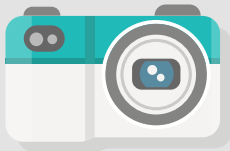


## TTOCs: Lost Prep Time

Please submit your "TTOC Missed Prep Time" forms to HR as soon as possible!

## Rewarding Your Opinions

The STA Convention Committee would like to thank all of the Surrey teachers who attended and participated in the wide variety of professional learning opportunities at this year's STA Convention on May 4, 2018. Shortly after the event, a survey questionnaire was sent to all attendees. This year, those who responded were entered in to a prize draw for an impressive waterproof digital camera. While we wish we could reward everyone, the lucky winner this time was Kara Crowley. [Congratulations, Kara!](#)



Thank you to everyone who completed the survey. Your feedback is invaluable in helping us plan for next year and yes, we are already planning for next year! Many hands make light work, and we're still looking for teachers to join our Convention sub-committees. If you're interested in helping out with the Primary, Intermediate, Secondary or Aboriginal sub-committees, please contact June James via [PD@SURREYTEACHERS.ORG](mailto:PD@SURREYTEACHERS.ORG)

## Familiar Face on JEOPARDY!

Are you a fan of the show? Did you catch any episodes this week? If you did, you might have noticed local Guildford Park teacher, **Ali Hasan** on the show! Read the [CTV NEWS ARTICLE](#), or catch the [FULL EPISODE](#) on youtube.

Good job on beating the Americans on American history. Congratulations, Ali!

## Remedy FAQ Update

**I am feeling pressure from my admin to take remedy time even though I don't want to. Do I have to take it?**

No. Teachers cannot be compelled to take remedy if it will not be helpful to them.

**Do I have to take remedy time before the end of the school year?**

Teachers are not required to take the remedy time before the end of the school year. The District did not start delivering remedy until approximately April so it cannot insist that teachers take it in the last two weeks of the school year if they do not want it at that point.

**What happens if I do not take remedy before the end of the school year?**

The provincial parties (BCTF and BCPSEA) are in arbitration right now over this issue. What is clear is that the remedy is not lost. What is in dispute is what happens to it after June 30: whether the minutes carry over to next year (BCTF position) or whether it must be "monetized" in some way (BCPSEA position). We will not have the arbitrator's decision before the summer.

**I was told that if I don't want remedy, I need to sign a letter indicating that I don't want it. What should I do?**

We are taking this issue up with HR. In our view, there is no need for such a letter. Teachers cannot waive their entitlement to remedy. The District has a record of how much remedy each teacher is owed and how much has been delivered. Our advice is not to sign such a letter.

**What forms of remedy are available?**

The Memorandum of Agreement says that teachers can choose between prep time, co-teaching time, or resource teacher time as remedy. Even if you chose one form (e.g. prep time), you can change your mind and opt for another form (e.g. co-teaching time) if you wish. The STA has also agreed to in-lieu time (subject to various restrictions) as a remedy, and to a payout of remedy for teachers who are retiring or otherwise leaving the District and are still owed remedy, as there is no other way for these teachers to receive the remedy after this year.

For details on these other forms of remedy, please see the Monday Memo of May 24, 2018: [HTTP://WWW.SURREYTEACHERS.ORG/MONDAY-MEMO-MAY-24-2018/](http://www.surreyteachers.org/monday-memo-may-24-2018/)

## Expedited Grievance Process

This year, the timeline for transfer grievances is VERY short!

The STA needs to know about any potential grievances by **Thursday, July 5, 2018**. This means that if you applied for a job in Round One or Round Two, and were not the successful applicant, you should to look at the closed report(s) and see if the job was awarded to someone with less seniority than you.

If the job you were qualified for was awarded to someone with less seniority than you, and **you were not shortlisted or offered an interview**, let Mark Keelan know! This would be considered a qualification grievance and the process is pretty straight-forward. If you were interviewed but not offered the job, it would be considered a suitability grievance with a slightly more complex process. Either way, check out the closed reports (must sign-in with your Surrey Schools credentials) to determine whether or not the grievance process applies to you.

Round One Closed Report:

[HTTPS://WWW.SURREYSCHOOLS.CA/DEPARTMENTS/HRES/TEACHERS/TRANSFERINFORMATION/DOCUMENTS/2018-19%20CLOSED%20REPORT%20-%20ROUND%201.PDF](https://www.surreyschools.ca/departments/hres/teachers/transferinformation/documents/2018-19%20closed%20report%20-%20round%201.pdf)

Round Two Closed Report:

[HTTPS://WWW.SURREYSCHOOLS.CA/DEPARTMENTS/HRES/TEACHERS/PUBLISHINGIMAGES/2018-19%20CLOSED%20REPORT%20-%20ROUND%202.PDF](https://www.surreyschools.ca/departments/hres/teachers/publishingimages/2018-19%20closed%20report%20-%20round%202.pdf)

Once again, timelines are very short, so please reach out ASAP to Grievance Officer Mark Keelan via email to [GRIEVE@SURREYTEACHERS.ORG](mailto:GRIEVE@SURREYTEACHERS.ORG).

## Having trouble with SIP?

Members, if you are having difficulty with accessing our Salary Indemnity Plan (SIP) benefits, need information about how to access SIP benefits, or need to access support and advocacy with respect to the plan, here are some steps to take:

1. Read through the Salary Indemnity Plan (SIP) Regulations  
[HTTPS://WWW.BCTF.CA/UPLOADEDFILES/PUBLIC/SALARYBENEFITS/SIP/SIP-REGULATIONS.PDF](https://www.bctf.ca/uploadedfiles/public/salarybenefits/sip/sip-regulations.pdf)
2. Read through the BCTF SIP FAQs
  - a. SIP General FAQs: [HTTPS://WWW.BCTF.CA/SALARYANDBENEFITS.ASPX?ID=20280](https://www.bctf.ca/salaryandbenefits.aspx?id=20280)
  - b. SIP Short Term FAQ: [HTTPS://WWW.BCTF.CA/SALARYANDBENEFITS.ASPX?ID=4742](https://www.bctf.ca/salaryandbenefits.aspx?id=4742)
  - c. SIP Long Term FAQ: [HTTPS://WWW.BCTF.CA/SALARYANDBENEFITS.ASPX?ID=24880](https://www.bctf.ca/salaryandbenefits.aspx?id=24880)
3. Contact the STA at any point for support and or advocacy:
  - a. Health and Safety Officer: 604-592-8391 or [GRV-HS@SURREYTEACHERS.ORG](mailto:GRV-HS@SURREYTEACHERS.ORG)
  - b. President: 604-592-8392 or [PRES@SURREYTEACHERS.ORG](mailto:PRES@SURREYTEACHERS.ORG)

## Mentorship: Join Mentor36 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 very hard. Studies show that when teachers support one another, everyone benefits. Whether you're brand new or experienced, joining the joint STA/SD 36 mentorship program can 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 at [HTTPS://MENTOR36.COM/JOIN](https://mentor36.com/join)  
Please share this opportunity with anyone who might be interested! Questions can be directed to STA Support Services officer Anne McNamee via [SERVICES@SURREYTEACHERS.ORG](mailto:SERVICES@SURREYTEACHERS.ORG).

## TTOC Year End Social Event



The STA TTOC Committee is hosting an end of the year social on **Thursday, June 28 at Central City Brew Pub!**

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!

## 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!

## SURREY PRIDE FESTIVAL THIS SATURDAY!

The Surrey Teachers' Association is a proud sponsor of the Surrey Pride Festival and we encourage all of you, teachers, students and allies alike, to come out to the festival this Saturday, June 30, 2018. We will have fun swag and great draw prizes for kids and classroom teachers including some excellent SOGI resources! Stop by the STA booth and say "Hi!"

Wondering what to wear to a Pride event? Colourful is great! But you, just as you are, would be fantastic!

The FREE family friendly event will include live entertainment, face painting, photo booth, food trucks and other vendors and runs from 11:00 AM to 3:00 PM on Saturday, June 30 at Holland Park (13428 Old Yale Rd, Surrey, BC).

Please note that Holland Park has limited parking. Taking transit, carpooling, or parking on the neighborhood streets is preferable. Parking at the mall is under your own risk.

If there are any 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)).

Get more info on the Surrey Pride Festival here:  
[HTTP://WWW.SURREYPRIDE.CA](http://www.surreypride.ca)

## Political Action/Public Relations Committee

The PA/PR committee met last week and began outlining their priorities for the next couple months.

School trustee elections are scheduled for Saturday, October 20, 2018, the day after the Province-wide Pro-D PSA conferences. It is extremely important that we encourage people to vote in this election since the six school trustees will be the ones implementing our next contract! Teachers should think about it this way: it's an opportunity for you to vote for your boss!

The PA/PR committee will be investigating candidates' positions and attitudes on education, interviewing as many of the candidates as possible, and sharing their answers with you. If you have any interest in helping out with this committee, or getting involved with your local municipal elections, please get in touch with Julia MacRae via [2-VP@SURREYTEACHERS.ORG](mailto:2-VP@SURREYTEACHERS.ORG).

Committee activities include designing and placing advertisements, writing letters or press releases, arranging speakers for public meetings, phone campaigns, mail outs and recommending candidates for public office.

## Better Late Than Never!

Sullivan Heights is expanding! The school, which was built with for a capacity of about 1,000 students, has had enrolment of over 1,500 for many years. This has resulted in not only a large percentage of the school population learning in portable classrooms (there are 14 on-site!) but, the school operating on an 5-period extended day timetable.

On Thursday, June 21, 2018, the Ministry of Education announced funding for a 29-classroom addition which will provide seats for 700 students, as well as, another gymnasium. While the construction isn't estimated to be complete until 2021, the announcement is a welcome light at the end of a long, overcrowded hallway. Just ask the students who struggle to get from class to class or make a stop at their lockers!

Read the news release here: [HTTPS://NEWS.GOV.BC.CA/RELEASES/2018EDUC0036-001247](https://news.gov.bc.ca/releases/2018educ0036-001247)

## National Indigenous Day Celebration



On Wednesday June 20, 2018, STA members and CUPE colleagues were joined by family and friends to take part in the 3rd Annual STA Celebration of National Indigenous Day. In addition to a delicious salmon dinner, attendees were invited to witness the ceremonies shared by various indigenous groups.

Semiahmoo First Nation Chief Harley Chappell began the evening with a welcoming keynote where he explained the purpose behind calling witnesses and taught participants about the importance of the headband, to keep the mind focused and thoughts intact, and the blanket, to cover and protect the heart, the good feelings and the truth. The ceremony of connecting the two reminds the witnesses to share their thoughts and feelings with others. He emphasized that the ceremonies we were going to witness were not performances and that the invited groups were there to share their stories and educate the educators because for the last 140 years Indigenous voices had been silenced.

In addition to the ceremonial songs and dances, Mavis Dumont, District Aboriginal Facilitator, shared a wonderful story that had the entire room enthralled. The evening ended with people being invited to participate in a dance contest, which ended in hilarity.

The STA Aboriginal Education Committee put together an absolutely fantastic event. It was a wonderful evening and we hope that many of you will be able to join us again next year.



## 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 an expense form? Download it here: [HTTP://WWW.SURREYTEACHERS.ORG/DOCUMENTS/FORMS/EXPENSE-2016.PDF](http://www.surreyteachers.org/documents/forms/expense-2016.pdf)

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

## Joke of the Week

**Why is the frog always happy?**

*Because he eats whatever bugs him!*

**Thanks to Vanessa M. for this week's joke!**

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

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.