

# Monday Memo

## Recognition of Aboriginal Territory

As we start the school year, we acknowledge that we work on the traditional and unceded territories of the Kwantlen, Katzie, Semiahmoo, and Qayqayt First Nations. We thank them for allowing us to work on this territory.

## Upcoming Dates

### SEPTEMBER

18-20 [Pro-D Rep Training](#)

21 Deadline for Candidates for Bargaining Conference and Committee Elections

24 Professional Development Day

25-27 [Pro-D Rep Training](#)

26 Special General Meeting  
STARA Meeting

28 Rookie Staff Rep Training

30 Orange Shirt Day

### OCTOBER

1 Rookie Staff Rep Training

2-4 Staff Rep Training

5 World Teachers' Day

## Welcome Back!



Left to Right: 2nd Vice President Jatinder Bir, President Matt Westphal, and 1st Vice President Julia MacRae

On behalf of everyone here at the STA office, welcome back to another school year! We trust that you had a rejuvenating summer, and are ready to be back.

Many challenges lie before us. This year we will seek to bargain our next Collective Agreement, both provincially and locally. Our goal is to conclude a new contract before the current one expires on June 30, 2019. We also have elections for the Surrey School Board of Trustees on October 20. If you live in Surrey, this will be a chance to decide who will be your employer. We urge everyone to vote in municipal elections, wherever they live.

This is the second year of implementation of our restored Collective Agreement language. We certainly hope that this year will go more smoothly than last, but there will still be challenges with class size and composition, space pressures, failures to fill because there are not enough TTOCs, and the insufficiency of support for students who need extra help.

Amidst these challenges, let us not forget that it is a privilege to be able to do the work we do with students, and that we make an enormous difference in their lives. It is demanding work, so we need to take care of ourselves and of each other. The STA is here for you, so please do not hesitate to contact us with any questions or concerns you might have!

## Get Connected with the STA!

by Angela Marcakis, Communications & Campaigns Support

Did you know that there are many ways in which you can get in touch with your Union? In addition to simply picking up the phone and calling the office when you have a question, you could also try to search the [Surrey Teachers and Surrey TTOC Facebook groups](#)! There are currently over 2000+ teachers hanging out in our "District-wide staff room", and there's a wealth of information available for your perusal. Sometimes members of the Executive pop in to add their 2 cents! But please don't message them directly via Facebook with questions about work. They would appreciate that all Union-related inquiries be directed to their respective email addresses which can be found on the next page (preferably from your personal email, not your district account). If you are unsure to whom you should send your email, you may email the office at [sta@surreyteachers.org](mailto:sta@surreyteachers.org), and we will redirect it to the appropriate person.

The STA also manages a public Facebook Page: [Surrey Teachers' Association](#), and can be found on [Twitter](#) and [Instagram](#) with the handle @SurreyTeachers. Connect with your colleagues and your Union!

## Table Officers

**Matt Westphal | President**  
[pres@surreyteachers.org](mailto:pres@surreyteachers.org)

**Julia MacRae | First Vice-President**  
[1vp@surreyteachers.org](mailto:1vp@surreyteachers.org)

**Jatinder Bir | Second Vice-President**  
[2vp@surreyteachers.org](mailto:2vp@surreyteachers.org)

**Joanna Cerazy | Grievance Officer**  
[grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org)

**Mark Keelan | Grievance Officer**  
[grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org)

**Sue Heuman | Health and Safety Officer**  
[hs@surreyteachers.org](mailto:hs@surreyteachers.org)

**Christie Weigel | Professional Support Services Officer**  
[services@surreyteachers.org](mailto:services@surreyteachers.org)

**June James | Professional Development Officer**  
[pd@surreyteachers.org](mailto:pd@surreyteachers.org)

**Angela Marcakis | Communications, Campaigns, and Events**  
[communications@surreyteachers.org](mailto:communications@surreyteachers.org)

## Questions about Remedy? Answers from the President!

Some of you have asked us questions about remedy under the Memorandum of Agreement (MOA) that restored our Collective Agreement language.

### 1) I didn't receive all my remedy last year. What happens now?

Remedy that was not provided last year did not disappear at the end of the year, but we do not yet know whether the minutes that are owed can carry over to this year, or whether it has to be provided in some other form. The BCTF and BCPSEA are currently in arbitration on this issue.

### 2) Are they allowed to have classes start "in remedy"?

Yes, **provided** the District has made "best efforts" to comply with class size and composition limits. We will provide further information about scrutinizing "best efforts". For now, if you think that there are ways in which classes could have been organized to avoid exceeding class size or composition, please make a note of them and raise the issue with your principal. Perhaps things can be fixed!

### 3) When do I get remedy for this year?

If the MOA operates the same way this year as it did last year, no remedy applies for classes in September. Classes which exceed size and/or composition limits will trigger remedy starting in October. Our expectation is that the District will be able to deliver remedy starting in November, without the delay which occurred last year.

## We want YOU! (To Get Involved!)

### First order of business: Elect your Staff Representatives!

Please take some time as soon as possible, and no later than the September staff meeting, to elect your union reps! These awesome people volunteer their time and expertise to support you (whether you know it or not!).

Just as the President and the Executive Committee are the head of the union, and the general membership is the heart, the **school union representatives are the legs of the union**. No policy, action plan, or communication vehicle will be brought to life in a school without the onsite skills, knowledge, and analytical capabilities of school union representatives. Every school in Surrey has site-based union representatives who support you in a variety of ways.



### School Staff Representative (can have 1 staff rep per 15 teacher/staff members)

This person is your go-to-source for any questions that you might have, particularly about union-related information, such as your Collective Agreement. They can also accompany you in any meeting with your administration.

The Collective Agreement (A.29) requires that at the beginning of each school year, STA members in each workplace elect a staff representative(s), and that the staff representative(s) will advise the Principal/Vice Principal of their election.

Each workplace must have a minimum of one staff representative. Additional staff reps can be elected on the basis of one per every 15 teacher staff members or major portion thereof. (E.g. if your school has 32 teachers on staff, elect two staff reps. If there are 53 teachers on staff, elect 4 staff reps.)

In addition to Staff Representatives, elections should also be held for the Health and Safety Representative, the Professional Development Representative, the Social Justice Representative, and for the members of Staff Committee.

Once you have been elected as staff rep(s), please fill out the [school information update form](#) indicating **all of the various STA Representative positions**, and send it to the STA office. Please endeavor to complete these elections before the first STARA meeting on September 26.

*Please be advised that if no Staff Rep is elected at your workplace, the STA will be sending a letter to your administrator advising them that the STA table officers will be the staff reps at your school and will attend meetings with administration, as well as holding union meetings at the school.*

## List of Useful STA Acronyms

STA	Surrey Teachers' Association
BCTF	British Columbia Teachers' Federation
BCPSEA	British Columbia Public School Employers' Association
EC	Executive Committee
FTTO	Full Time Table Officer
STARA	Surrey Teachers' Association Representative Assembly
SJ	Social Justice
TTOC	Teacher Teaching On Call

The Surrey Teachers Association is a Local Chapter of the BC Teachers' Federation (BCTF). All Surrey public school teachers and associated professionals are members – we are the BCTF!

## New Year, New Staff, New Email List!

### STA Reps! Take a few minutes to update your email forwarding list!

Each week, every Surrey teacher should receive the Monday Memo from the STA. Staff Reps are responsible for maintaining an up-to-date contact list of all the teachers at their workplace. With all the changes in staffing that are taking place, it's easy to miss a couple of people! Please compare your STA Members Outlook list with the current school staff list, and make sure to add anyone who should be receiving the memo! Remember, members on leaves (maternity, illness etc.) should still receive the memo. Please don't forward to CUPE staff or Admin, however! Thank you so much for being a Staff Rep & for all the hard work you do throughout the year!

Hey new teachers, and teachers new to a school! If you accessed this memo elsewhere, and **did not** receive a copy to your @surreyschools.ca inbox, please take the time to find out who your STA Rep is, and remind them to add you to their email list. TTOCs should email Brett Salary, TTOC and Early Career Representative at [salary\\_b@surreyschools.ca](mailto:salary_b@surreyschools.ca) to be added to the TTOC mailing list (and/or join the

## Call for Committees!

The STA is looking for members like you! Are you curious about what your Union does? Why not join one of the standing committees? It's a great starting point for getting involved and learning more about your Union.

Currently there are vacancies on the following committees: Aboriginal Education, Anti-Poverty, STA Convention, Economic Welfare, Educational Governance, Grievance, Finance, Health and Safety, International Solidarity, Labour Affairs, Pension Chair, Social Convenor, Professional Development, Status of Women, South Asian Student Advocacy by Teachers, Surrey Teachers Advocating for Refugee Students Ad hoc committee, Status of Men in the Teaching Profession, Teachers interested in Multicultural Education (TIME), and Ad hoc LGBTQ+.

Interested members are encouraged to submit their name, and if desired, a brief candidate's statement (just a couple of sentences, please!) to the STA office at [sta@surreyteachers.org](mailto:sta@surreyteachers.org) before 4:00 PM on Friday, September 21, and stand for election, which will take place at the SGM on Wednesday, September 26. It is also normal to be nominated or to nominate yourself at the meeting.

## BCTF Bargaining Conference: Delegates Needed!

Do contract negotiations light your fire? Are you excited about bargaining our next contract? Do you wish that you could attend the BCTF Bargaining Conference on October 26 and 27? Well, lucky for you there are 16 spots available for Surrey delegates! Interested members are encouraged to submit a candidate's statement (100 words or less) to the STA office at [sta@surreyteachers.org](mailto:sta@surreyteachers.org) before 4:00 PM on Friday, September 21. Elections will take place at the SGM on Wednesday, September 26.

## Are you a new teacher or new to your role? Join Mentor36

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 super hard. Studies show that when teachers support one another, everyone benefits. Whether you are 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 [Mentor36](http://Mentor36) website.

Please share this opportunity with anyone who might be interested! Questions can be directed to STA Support Services Officer, Christie Weigel at [services@surreyteachers.org](mailto:services@surreyteachers.org).



## Five Simple Truths for being Staff Reps

1. The staff rep is the peer of the principal in **matters related to the interpretation and application of the collective agreement.**
2. The **rights and responsibilities of the staff rep are firmly grounded in the collective agreement**, in statute, and in arbitration jurisprudence.
3. The collective agreement was not imposed by the union on the employer, but represents the **mutually agreed-to-terms and conditions of employment** for teachers in the district.
4. The union has a **legal obligation to fairly represent** the members of the bargaining unit.
5. The grievance procedure represents the most appropriate and least disruptive way of resolving disputes between employees and employer.

## Rookie Staff Rep Training



Are you interested in becoming a Staff Rep, but have no idea how to do it? Don't be scared, because we have special "Rookie" training sessions just for you!

Our first day of Rookie staff rep training will be Friday, September 28, with a second date available on Monday, October 1.

*Please note: Rookie staff reps should attend the "Rookie" training session, as well as a session in our "Regular" fall staff rep training.*

Regular fall Staff Rep training will take place October 2-4, and 9-11.

Keep an eye on upcoming Monday Memos for more information, and registration links.

## STA Special General Meeting

Join your colleagues at 4:00 PM on Wednesday, September 26 at the Bombay Banquet Hall (7475 135 St, Surrey). Get the latest updates on developments in bargaining (which won't be available in writing!) and hear from your new STA President, Matt Westphal. In addition, we'll be electing members to the STA standing committees, as well as a vacant Local Representative position that has become vacant, and delegates to the BCTF Bargaining Conference. Dinner is included, and if you require childcare, please let the STA office at [sta@surreyteachers.org](mailto:sta@surreyteachers.org) know as soon as possible.

STARA meeting to follow.

## Interested in issues affecting Women and Girls? Why not apply for a BCTF provincial Committee!

The BCTF Committee for Action on Social Justice (CASJ) has a vacancy for Status of Women Action Group (SWAG). Responsibilities:

- make recommendations to the BCTF EC on SJ issues and BCTF SJ policy
- promote and assist in the development of local, zonal, and provincial networks of teachers on SJ issues
- create resources for teachers and locals
- assist locals and zones in developing general SJ programs, projects, and events
- work on developing links with other unions, community groups, NGOs, and others

Expectations:

- 1-year term
- Attend 3 advisory committee meetings during the year (each meeting is 3 days, Thursday-Saturday)
- Attend and help facilitate up to 2 zone meetings on Friday/Saturday in the Fall and Spring
- Attend and help facilitate the BCTF Summer Leadership Conference for 3 days in August

Volunteer your time at no cost to you! All expenses covered:

- Accommodation
- Meals (per diem)
- Leave of absence (LOA)
- Necessary travel costs
- Dependant care costs (if required)

If this is of interest to you, please submit a [CV application form](#) (which can be found on the BCTF website) by **September 12, 2018**.

## Pro-D News - Show Me The Money!

The very first Professional Development Day of the year is happening on Friday, September 24. Curious about how Pro-D funding works? Check this out!

### Individual Professional Development Funds

Each school site is allocated \$97.50 per FTE in the school. The staff can then vote on how that funding will be disbursed to individual members. To access Individual Professional Development Funds, members should fill out an Individual Pro-D Funding Application and have it approved by the school's Pro-D rep. Once the event has been attended, members should send the approved form (with original receipts attached) to the STA for reimbursement.

### Consolidated Professional Development Funds

All STA members are entitled to apply for Consolidated Professional Development funds. A maximum of \$450.00 will be available to members on a first come, first serve basis, for a single specific event once every two years. Applications for Consolidated Funds must be pre-approved by the STA Professional Development Officer and applicants are notified by email to let them know if their request has/has not been approved (pending availability of funds at the time).

### Professional Resources Funding

Professional Development Funds may be applied to the purchase of professional resources. The resource must be related to a member's teaching area and must be used to support a specific professional development activity. In addition, it must be a professional resource as opposed to a teaching resource (which are resources that will be used directly with students, such as a book primarily composed of lesson plans, activities, or blackline masters) or a learning resource (books that students will use themselves).

### TTOC Professional Development Funding

A maximum of \$150.00 per TTOC per school year may be available. TTOCs must apply to the STA TTOC Chairperson for funding approval. To be eligible for STA Pro-D funds, TTOCs must have worked at least 20 days in Surrey in the past three months. TTOCs on indefinite or long-term assignments of more than 50%, should apply first to their base school. Pro-D funds may not be used to cover the cost of lost wages while attending a Pro-D event.





surrey **teachers'** association

# PRO-D REP TRAINING 2018

- BCTF workshop
- Review of local Surrey PD policy and procedures
- Updated information on professional development/curriculum



**SEPTEMBER 18TH • 19TH • 20TH • 25TH • 26TH • 27TH**

STA Office (#201, 9030 King George Blvd) | 8:30 am - 2:30 pm | Lunch and snacks provided

## REGISTER

<https://pd-rep-training-2018.eventbrite.ca>

## INFORMATION FOR LEAVE OF ABSENCE

Article: G.21.7.h STA Business  
Leave with pay  
Cost of TTOC to be borne by the STA  
Attention: June James

## FEATURED BCTF WORKSHOP

Role and Function of the PD Rep: Keep your hands off my PD

This updated workshop develops the skills and knowledge of the PD chairs as a union leader using the PD lens as a strategic tool. Strategies are explored for building member and public support for professional development, advocating for teacher-centered PD, and returning control of PD to teachers.

**PRO-D FUNDS WILL BE RELEASED ONCE YOU HAVE ATTENDED A PRO-D TRAINING SESSION**

Please refrain from wearing perfumes, colognes, aftershaves and other scented products at all STA events. Thank you!



## Feeling Hot! Hot! Hot? - Temperatures in the school

Recently we've seen summer temperatures that keep breaking records. These high temperatures may continue through September and October, and teachers working in classrooms and portables may find the temperatures uncomfortable.

While WorkSafe BC has identified the following ranges of temperature and relative humidity for comfort (adapted from ASHRAE Standard 55-1992) there are **no WorkSafe BC regulations** that will enforce these ranges.

Season	Relative Humidity	Temperature
Summer	30%	23° to 27° C
	50%	23° to 26° C
	60%	23° to 26° C
Winter	30%	20° to 24° C
	50%	20° to 24° C
	60%	20° to 23° C

If the temperature in your classroom or portable is higher than the temperature range in the above table, please get in touch with Health and Safety Officer Sue Heuman via email at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) or by phone at 604-592-8391

## Shout Out!

by Angela Marcakis, Communications & Campaigns Support

I am **so** proud to be a Surrey Teacher and know there are amazing things happening around the district that we would love to hear about and share with everyone. In the spirit of "Acts of Kindness", I would love for our members to send me a "shout out" about a colleague who inspires you and who you think deserves recognition. You and your colleague will be entered into the monthly draw for a \$25 Indigo! gift certificate. Please submit your "shout outs" to Angela via [communications@surreyteachers.org](mailto:communications@surreyteachers.org).

For example, here's one I found on Twitter by Niki Robinson:



**Niki Robinson** @MsNRobinson · 20h

Thank you to [@warrentc2](#) and [@NorthSurreySec](#) staff for the excellent summer pro-d today! Surrey Ts, check out the [#criticalthinkingconsortium](#) resources available at [tc2.ca](http://tc2.ca) [#sd36learn](#)

## Camp Jubilee Retreat for young workers

Are you under 30? Are you interested in attending a retreat for young workers put on by the BC Federation of Labour? It takes place Friday to Sunday Sept 14-16 at a remote camp up Indian Arm.

The registration is full, but we want to be prepared to send someone if there is a cancellation or two. If you are interested and would be flexible enough to act fast if the opportunity happens, please email Julia at [1vp@surreyteachers.org](mailto:1vp@surreyteachers.org).

## CONTACT US!

Reach us by phone at **604-594-5353** or via email at [sta@surreyteachers.org](mailto:sta@surreyteachers.org).

Please do not hesitate to contact 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.