

Monday Memo

Recognition of Aboriginal Territory

The STA acknowledges 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.



How can teachers have an effective voice in the operation of their school?

Clause of the Week: Article A.34
School Staff Committees

Upcoming Dates

SEPTEMBER

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

21 Deadline for Candidates
for Bargaining Conference and
Committee Elections Statements

*Note: You can still be nominated
from the floor at the meeting*

24 Professional Development Day

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

26 Special General Meeting
STARA Meeting

28 [Rookie Staff Rep Training](#)

29 Cross Border Conference 2019
Planning Meeting

30 Orange Shirt Day

OCTOBER

1 [Rookie Staff Rep Training](#)

2-4 [Staff Rep Training](#)

5 World Teachers' Day

The staff committee is the best mechanism we have under our Collective Agreement to have a real say in how the school runs. Yet some schools don't have one at all, while at others, it may exist, but for various reasons (e.g. resistance from admin) it is not very active.

Staff committees have a very broad mandate:

A.34.4 AREAS OF RESPONSIBILITY

A staff committee's role may include the following:

- The development and maintenance of effective communication and consultative processes throughout the school;
- The review of school policies and procedures and the development of recommendations for improvement;
- Receiving and making recommendations on matters of concern presented by staff;
- Ensuring the development and maintenance of a professional development committee for the school;
- Ensuring the establishment and maintenance of a health and safety committee for the school.

The staff committee must include one representative of admin (A.34.2.b). Otherwise, it is up to the staff to determine its size and composition. Those are established through the staff committee's operational procedures (also known as their "constitution"). For example, some might specify that there must be at least one STARA rep, or that there be representation from different parts of the staff (e.g. primary, intermediate, and non-enrolling in an elementary). Note that membership in the staff committee is restricted to STA members, because it arises under our Collective Agreement. CUPE staff have their own mechanisms for conveying concerns to admin.

"The size, composition, tenure and operational procedures of the staff committee shall be determined by a majority vote of the school staff by September 30th of each school year" (A.34.3.a). If you need support in developing operational procedures, or advice about how to run the staff committee, please consult our [Staff Committee Handbook](#), or contact the STA.

The staff committee is a mechanism for teachers to examine issues and make recommendations to administration. The goal is that this process is collegial and collaborative. However, ultimately the staff committee's recommendations can be enforceable. "The Principal shall not unreasonably refuse to implement the recommendations of the staff committee or the majority decisions of a staff meeting" (A.34.5.a). And "...where a Principal rejects a recommendation of a staff committee or a majority decision of a staff meeting, the Principal will submit the reasons for rejection, in writing, to the staff committee."

So please get your staff committee up and running, and remember that the STA office is here to help!

SAVE THE DATE



surrey teachers' association

SPECIAL GENERAL MEETING

STARA Meeting to follow

September 26 • 4:00 pm

Bombay Banquet Hall
(7475 135 St, Surrey)

DELICIOUS
DINNER
PROVIDED

Opportunity for Leadership: Vacant Position on STA Executive

There will be an election for Local Representative to the BCTF (LR). LRs make up part of our Executive Committee (EC), which has the overall responsibility for the running of the Federation. The EC meets every second Tuesday, with additional meetings as necessary, and LRs are also expected to attend three BCTF Representative Assemblies (November 2-3, February 1-2, and May 31-June 1), The BCTF Annual General Meeting (March 16-19 in Victoria) and our STARA and SGM meetings (monthly, on Wednesdays). If this leadership opportunity sounds like something you would be interested in, please submit a candidate's statement (100 words or less) to the STA office at sta@surreyteachers.org by 4:00 pm, this Friday, September 21. Elections will take place at the SGM on Wednesday, September 26.

Join a Committee!

Have you ever attended an STA Wellness Event? Or sent your students to the STA Grade 7 Girls' Leadership Conference? Did you attend our STA National Indigenous Peoples Day Celebration? Or how about the STA Convention? If you said yes to any of those, then you are aware first hand of the value of our STA committees as they help to organize many events for the benefit of our members and students. These committees count on members like you to join and help to plan and organize all our amazing events. Please submit your name to the STA office at sta@surreyteachers.org by 4:00 pm on Friday, September 21. Elections will take place at the SGM on Wednesday, September 26. You can nominate yourself from the floor of the meeting.

See attached snapshots of our committees for further info.

BCTF Bargaining Conference: Delegates Needed!

One of the major advantages of being part of a union is our collective bargaining power when negotiating with our employers. A lot of the items in our collective agreement, including our salary, benefits, employment rights, working conditions, and leaves of absences, have been bargained for by teachers in the past - teachers just like you and me. If you think you would like to be part of the discussion and have a say on our bargaining objectives, and would like to attend a special Bargaining Conference on October 26-27, then please submit a candidate's statement (100 words or less) to the STA office at sta@surreyteachers.org before 4:00 pm on Friday, September 21. Elections will take place at the SGM on Wednesday, September 26.

Mentorship Advisory Team



The STA Executive will appoint up to 2 teachers to the joint STA/SD36 Mentorship Advisory Team. The Team will be made up of an equal number of STA and District appointees, and will work with the Mentorship Helping Teacher to design the Mentorship program, and guide its operation. Release time will be provided as needed for the committee to do its work. It is very important to have teachers who have participated in mentorship, either as a mentee or a mentor, on this committee.

If you are interested in this opportunity, please return the completed [CV form](#) to the STA office by September 30.

Please contact Christie Weigel at services@surreyteachers.org if you have any questions or need more information.

Pro-D Opportunities

BCTF Teacher Inquiry Program

Do you and some of your colleagues have burning questions about how to improve your teaching practice? If you do, you may want to apply to the [BCTF Teacher Inquiry Program](#). The program offers up to 18 joint BCTF/Local/District Teacher Inquiry grants each year. If you and a group of colleagues wish to apply, please submit your application to June James at pd@surreyteachers.org by Monday, October 1, 2018.

UBC Master of Educational Technology (MET)

Learn how to create rich and engaging learning environments using educational technology. The [UBC Master of Educational Technology](#) (MET) is a fully online graduate-level program that begins January 2019. Not ready to commit to the MET master's program? Don't worry! There are also two online certificates, both of which can later transition into the MET master's degree.

Reconciliation Through Indigenous Education

Engage with Indigenous knowledge keepers, educational leaders, and resources to enhance your understanding of practices that advance reconciliation. This [Massive Open Online Course](#) (MOOC) will help you envision how Indigenous histories, perspectives, world views, and approaches to learning can be made part of the work we do in classrooms, organizations, communities, and our everyday experiences in ways that are thoughtful and respectful. In this course, reconciliation emphasizes changing institutional structures, practices, and policies, as well as personal and professional ideologies to create environments that are committed to strengthening our relationships with Indigenous peoples. It is FREE to audit, \$50 for a verified certificate. Please be aware that STA Pro-d Funds cannot be used for certificates.

Other MOOCS offered include:

- [Teach Mental Health](#), a FREE, fully online, self-guided resources to help teacher candidates and current teachers develop and expand their mental health literacy.
- [Bringing Mental Health](#) to Schools, a self-guided, online, classroom-ready mental health curriculum resource for teachers. Educators can use this curriculum resource in their schools to successfully address mental health related curriculum outcomes designed to be delivered to students in Grades 7–12. Cost: \$20 (an additional \$10 for an optional digital Certificate of Completion). Please be aware that STA Pro-d Funds cannot be used for certificates.



The school district is offering an all-day Non-Violent Crisis Intervention Workshop to STA members on the September 24th non-instructional day at these school sites: Woodward Hill, Old Yale Road, MJ Shannon, Cindrich, and David Brankin. It is important for staff members at these schools to realize that attendance at this workshop is voluntary. Just because the workshop is being held at your site, you are not required to attend. In addition, please note that if you are a teacher whose job requires that you have this training, the district is providing in-service on Friday, October 26, 2018 and Monday, February 11th, 2019, so there is no need for you to forgo a pro-d opportunity that will be happening on September 24th to do the training.

PRO-D REP TRAINING 2018

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



REGISTER

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

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.

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

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

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

Every Child Matters! #OrangeShirtDay

[Orange Shirt Day](#) is quickly approaching and we encourage everyone to come together to honour residential school survivors and their families in the spirit of reconciliation. This commemorative day began in 2013 by Phyllis Jack Webstad, a Stswecem'c Xgat'tem First Nation Elder in Williams Lake, and the Federal government is considering turning it into a statutory holiday. While normally celebrated on September 30th, schools will be observing Orange Shirt Day this year on Friday, September 28th.



Photo Caption: Phyllis Webstad pictured with her grandson and Angela Marcakis, STA Communications

Do you like the orange shirt Phyllis and her grandson are wearing? You have a chance of winning the same one! As with last year, the STA will be giving away 1 orange t-shirt to each elementary school and 2 orange shirts to each secondary school. Staff Reps, please hold a draw at your school, and forward the size(s) required to sta@surreyteachers.org ASAP! We will do our best to accommodate size requests (we have S to XXXL), but availability will depend on what is sent to us.

Health and Safety

Please make sure to elect a STA Health and Safety Representative at your school. Each school should have a joint [Health and Safety Committee](#) comprised of STA reps, CUPE reps, and Administration officer(s). This is important because while health and safety issues should be addressed at the school level, WorkSafe BC can ensure that health and safety issues and concerns are addressed by the employer.

If your workplace has 20 or more workers employed at the workplace for longer than a month, you need a joint committee. WorkSafeBC may also order that a joint committee be established in any other workplace.

If your workplace has more than 9 but fewer than 20 workers, you need to have a worker health and safety representative. This includes any workplace where there are 10 or more workers employed at the workplace for longer than a month.

Any questions, please contact the Health & Safety Officer, Sue Heuman at hs@surreyteachers.org for clarification.

Update Contact Information



Have you moved recently? Does the BCTF have your current, up-to-date, contact information? Please double check that everything is correct to ensure you're receiving any important communications. Many PSA's and local Associations use the BCTF membership database to send out information to members. Don't miss out - [update your information](#) today!

BRITISH COLUMBIA'S GSA FORUM

A free, fun, and accessible safe space!

Friday, October 19th, 2018, 9am-3:30pm

For students and educators

Moscrop Secondary School
4433 Moscrop Street, Burnaby, BC

BOARDS OF EDUCATION
BURNABY
SCHOOL DISTRICT #43

THE CANADIAN CENTRE FOR
GENDER-SEXUAL DIVERSITY

Save the date!

Registration opens September 14th, 2018 at
ccgsd-cdgs.org/registration/

The Struggle is Real: Volunteer as a Peer Support Consultant

Teaching is a very high stress profession and many teachers may end up struggling and needing support, whether it be due to teaching a new grade or subject, teaching challenging students, or personal physical and mental health issues. There is help available for those who feel they need the extra support through the [Peer Support Program](#), a joint initiative between the STA and the Surrey School District.

The STA is currently looking for teachers who are interested in volunteering with the Peer Support Program. Responsibilities include providing direct support to teachers, participating in the development of plans-of-assistance, and training for peer consultants. Release time and out-of-pocket expenses for work and training will be provided.

Please return your completed [application](#) to the STA office by Monday, October 1.

Feel free to contact Christie Weigel at services@surreyteachers.org or phone (604) 592-8396 should you have any questions.



STAFF REP TRAINING 2018

ROOKIE STAFF REPS

For all NEW (or almost new) Staff Reps.
Please register for your first staff rep training!

Pick ONE of the following dates to attend

SEPTEMBER 28TH • OCTOBER 1ST

REGISTER

<https://rookie-training-2018.eventbrite.ca>



FEATURED WORKSHOP

Role and Function of the Staff Rep

- Learn about your role + functions
- Find out how the STA will support you
- Get familiar with our collective agreement
- Lots of time for questions and discussions

STA OFFICE (#201, 9030 KING GEORGE BLVD) • 8:30 AM - 3:00 PM • LUNCH & SNACKS PROVIDED

ALL STAFF REPS

Pick ONE of the following dates to attend

**OCTOBER 2ND • 3RD • 4TH
9TH • 10TH • 11TH**

If you registered to attend the rookie session, you should ALSO register and attend one of these dates.



REGISTER

<https://staffrep-training-2018.eventbrite.ca>

FEATURED WORKSHOP

Ways To Approach Conflict And Difficult Conversations At Work 101

This workshop will examine how we can all improve our communication skills by paying attention to our conversations, and in turn help us enhance our work with colleagues, students, and parents.

- We will explore how we can change the way we talk so that we can change the way we work together.
- To enhance our collaborative work.
- To develop skills such as active listening, self regulation and reflective thinking.

Shout Out!

We are so proud to be Surrey Teachers and we know there are amazing things happening around the district that we would love to hear about. In the spirit of acts of kindness, we would love for our members to send us a "shout out" about a colleague who inspires you and who you think deserves recognition, whether it is for their kindness, a great resource they shared recently, or an awesome lesson they teach.

This week's shout out goes to Kim Chapman!

Kim is innovative and always willing to try something new. She has inspired many teachers to make the switch from desks to tables, and here's her explanation as to why:



"Tables are awesome! I love the flexibility and increased collaboration opportunities and it's way easier for platooning/reconfiguring for different activities as there is no ownership over spots. We keep our supplies in a cubby like shelving unit and I have one small bin on the centre of each table where students can throw their pencil cases and odds and ends during the day. We clean out the bins and out everything back in our cubbies during end of the day clean up. My kids who prefer to work more independently tend to gravitate to tables with few kids/ quieter spots in the room and I have a couple of individual work spaces available for when they need."

Thank you for sharing your passions and inspiring others, you are now entered into our monthly draw for a \$25 Indigo! gift certificate. Please submit your "shout outs" to Angela via communications@surreyteachers.org to spread the kindness around our local and for your chance to win a gift card too!

CONTACT US!

Reach us by phone at 604-594-5353 or via email at 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.