

# 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.

## Upcoming Dates

### OCTOBER

17 STA Special General Meeting + STARA

18 [The Moose Hide Campaign](#)  
Persons Day

19 [PSA Professional Development Day](#)

20 **Municipal Elections**

26-27 BCTF Bargaining Conference

30 [STA New Teachers' Conference](#)

**JOIN US TOMORROW!**

## SPECIAL GENERAL MEETING

STARA Meeting to follow

October 17 • soft start at 3:45 pm

Bombay Banquet Hall  
(7475 135 St, Surrey)

**DELICIOUS DINNER PROVIDED!**



[www.surreyteachers.org/electingourbosses](http://www.surreyteachers.org/electingourbosses)

## 2018 School Trustee Elections

**Election Day  
is October 20**

## THIS WEEKEND: Vote in the Municipal Elections! #electingourbosses

Spread the word – talk to your friends, family, and community members. Let's get EVERYONE out and voting on Saturday, October 20th!

We have updated the new section of our website [www.surreyteachers.org/electingourbosses](http://www.surreyteachers.org/electingourbosses) with all of your municipal election information! This portion of the website includes details about each of our endorsed candidates, what the process was for endorsement, a map showcasing candidate recommendations of teacher locals across the lower mainland, and ways you can get involved. Support candidates you think will be great trustees – get in touch with candidates to help leaflet, make phone calls, put up signs, promote on social media. How often do employees have the opportunity to help hire their employers? #electingourbosses

## Endorsements



The STA is endorsing six candidates running for School Trustee in our upcoming Municipal Election. The six are: **Charlene Dobie, Cindy Dalglish, Sonia Andhi, Mary-Em Waddington, Niovi Patsicakis, and Laurae McNally.**

The road to endorsing these six candidates was accomplished through a democratic decision by many members, and a lot of time and careful consideration was taken into account at all levels. The PAPR committee invited school board candidates to an interview, and conducted 18 interviews with those willing to be interviewed. They then prepared transcripts and summaries of the 18 interviews, publishing the summaries as an attachment to our Monday Memo sent out September 25. Our PAPR committee recommended a short list to the executive committee, who then discussed, debated, and voted to endorse these six women. Then at our Special General Meeting, over 100 Surrey teachers voted without dissent to endorse these candidates.

### These were our criteria for recommending endorsement of certain candidates:

1. Aware of, and prepared to advocate for, issues in our district.
2. Demonstrated an understanding of the role/expectation of School Trustee.
3. Impressed with their approach to Truth & Reconciliation, safe and inclusive schools, and diversity.
4. These candidates have a plan to improve relationship with teachers.
5. These candidates are ready for change.



## New Teachers' Conference and Induction Ceremony

We are thrilled that so many new teachers have joined our district. We know you are working hard, planning lessons, getting to know the teachers in your school, learning how the district works, etc. We invite you to take a day to learn more about your rights and your union, too! Beginning teachers in their first or second year of contract teaching (who have not attended a previous STA new teachers conference,) are invited to attend the STA's day-long New Teachers' Conference and BCTF Induction Ceremony on Oct 30th. Find out more about your rights and responsibilities as both a new teacher and as a new STA /BCTF member. Release time and lunch are provided, and there will be draws for prizes. Please make sure all new teachers in your school are aware of this opportunity!

Register: <https://ntc-oct2018.eventbrite.ca>

**TIME TO SIGN UP!**

## Opportunity: BC Federation of Labour Convention, Nov. 26-30

The BC Fed Convention will take place in Vancouver from November 26-30. More than a thousand union members from all across B.C., private and public sector, will gather to debate issues, formulate plans of action, collaborate, learn, and socialize.

To attend as an STA delegate, you should have an interest in the labour movement and issues in other employment sectors, and a desire to connect with members of other unions to learn about what issues are important to them, and share teachers' issues with them. You would receive a union release, and expenses would be covered.

The STA will be electing its delegates to the BC Fed Convention at the Special General Meeting on October 17, 2018, at the Bombay Banquet Hall. You can self-nominate or be nominated from the floor of the meeting.

## Student Vote is THIS WEEK! You could WIN \$100 Gift Card!

On [Student Vote Day](#), (October 18 and 19, elementary and high school students in B.C. will cast ballots for the official candidates running for council and school trustee in their municipality or regional district. On Student Vote Day (October 18 and 19), students across British Columbia will take on the roles of voting officers and voting clerks, and organize a vote using authentic election materials. The ballots are counted by each school and reported to CIVIX confidentially. The Student Vote results are released publicly by CIVIX following voting day (October 20) and shared with the media for broadcast and publication.



Upload a photo or video of you using Student Vote in action either to our Facebook group or via email [communications@surreyteachers.org](mailto:communications@surreyteachers.org) and you will be entered into our draw for a \$100 gift card to a bookstore!

## SPTA EVENTS



Mark your calendars for the following upcoming events with the SPTA:

Tuesday, October 16th - **"MATH - Counting Collections" workshop** @ Hazelgrove Elementary from 3:30 - 5:00 p.m. Counting collections are a highly engaging activity that promote a variety of mathematical skills. Learn how to implement them in your classroom in a variety of ways that will meet the needs of all your K-3 learners.

Wednesday, November 14th - **Dinner workshop with Adrienne Gear - "Powerful Understanding"** - location TBA 3:30 - 7:00 p.m. Check the website for registration information mid-October.

Register at [www.spta36.weebly.com](http://www.spta36.weebly.com)

## Foundation Skills Assessment Tests (FSAs)

The FSA withdrawal letters and information for parents should be distributed to all Grade 4 and 7 families. It is most effective to have conversations with parents face-to-face about our concerns and why we are taking a stand against the FSA. We encourage you to have a school-wide parent information leafletting session before and/or after school. We are legally allowed to distribute this material on school property and to speak with parents about it. If you are in need of more, or in need of alternate language pamphlets, please email us at [reception@surreyteachers.org](mailto:reception@surreyteachers.org).

The BCTF recommends that parents request their child be exempted from writing the FSA. The reason is that the results of these tests are used unscientifically to make judgments that go beyond their mandate. The FSA is meant as a broad, system-wide check, not a test of individual student abilities. All education stakeholders on the Advisory Group on Provincial Assessment agree that neither individual student data nor school data should be released. Even the principals, superintendents, trustees, parent groups, child advocates, and deans of SFU and UBC all agree on that point. Unfortunately, our government has not agreed to abide by the recommendations to protect individual student and school data. This data is misused to produce school rankings. So that is why we do not support the FSA. They are not an accurate assessment of the individual student performance and it takes up our valuable time and resources, and contradicts our student-centered, flexible, process oriented, and personalized approach to learning, especially when they are measuring things the students have not yet learned - how is that fair? The FSAs do not help students learn or teachers teach.

If you have any concerns regarding the FSAs, please contact us at [sta@surreyteachers.org](mailto:sta@surreyteachers.org).

## Time to Apply for Variances

Article D.22.1 of the collective agreement limits the length of a school's instructional day. Some courses involve multi-grade classes that do not fit neatly within a timetable designed to comply with the collective agreement. For years, the Association has approved a limited number of "variances" to the instructional day to accommodate such courses.

The process of looking at possible variances to the school day for 2019 – 2020 secondary classes has begun. Secondary staff reps should have received information and application forms that we ask be forwarded to the Fine Arts Department Head and any other interested teachers. The forms need to be completed and returned to the STA office by **November 15, 2018**.

**Most of the approved variances are for fine arts classes. The following criteria apply:**

- The course(s) could not be offered during the instructional day,
- The course(s) is a provincially or locally developed course where students are enrolled. i.e. cannot be a "drop in" or tutorial session,
- The course(s) is multi-grade AND it is educationally sound/appropriate to run it as a multi-grade course, and
- If not multi-grade, the course(s) may be a fine arts foundational course (such as Jazz 8)

Please contact Mark Keelan at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org) if you need further information.

## Do I have to do Extra-curricular activities?

Clause of the Week: Article D.20

Extra-curricular activities are not part of your job duties, and you cannot be required to participate in them.

### ARTICLE D.20 EXTRA-CURRICULAR ACTIVITIES

#### D.20.1 DEFINED

Extra-curricular activities are defined as those activities which extend beyond the normal school day or beyond provincial/district curricula and programs.

#### D.20.2 VOLUNTARY PARTICIPATION

While the Board and the Surrey Teachers' Association recognize that extra-curricular activities may be an important aspect in a pupil's life, all participation by Surrey Teachers' Association members in these activities is voluntary.

In addition, whether or not you are involved extra-curricular activities must not be a factor in an evaluation report (Art. C.25.5.d). Nor can it be a factor in hiring decisions (Art. E.22.1).



## UBC's Reconciliation Through Indigenous Education MOOC – begins October 23rd!

This free, self-paced, online [six week course](#) supports professional and personal learning for advancing Indigenous priorities and reconciliation in community, education, and work contexts. It will help you envision how Indigenous histories, perspectives, worldviews, 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. You will learn from Indigenous Elders, educational leaders, and culturally relevant learning resources as part of their experiences in this Massive Open Online Course. If this interests you, you can [register here](#).

## Opportunity for Members: SPARK withIN Conference



This event will take place at the Surrey Arts Centre on October 28. It is a conference aimed at youth, and will provide opportunities to speak to students about the teaching profession, and network with various community groups. There is a great lineup of speakers and performers. If you would be interested in attending and staffing an STA booth, please contact Matt at [pres@surreyteachers.org](mailto:pres@surreyteachers.org). For more information, please see the website at <https://www.sparkwithin.org/>



## Health & Safety

### Joint Health & Safety Committee

Each site with 20 or more workers (CUPE, STA, PVP) is required to form a Joint Health and Safety Committee.

Each JH&S Committee must:

- have co-chairs, one worker representative and one employer representative and an equal number of employer representatives and worker representatives but no less than 4 members.
- establish its own rules of procedure, including rules respecting how it is to perform its duties and functions.
- prepare a report of the meeting and provide a copy to the employer.

The employer must:

- send a copy of the reports to the union, and retain a copy of the reports for at least 2 years from the date of the joint committee meeting to which they relate.
- ensure that the retained reports are readily available to the joint committee members, workers, officers and other persons authorized by the Board or the minister.

### Health and Safety Rights - WorkSafeBC

- TO KNOW - your employer must notify you of any hazards in the workplace they know or should know of and provide you the training, health & safety rights, awareness, instruction, supervision and equipment you need to work safely.
- TO PARTICIPATE - you may participate in workplace health and safety through the Joint Health and Safety Committee as a worker representative.
- TO REFUSE UNSAFE WORK - you must refuse work you reasonably believe may endanger yourself or others.
- TO BE FREE FROM REPRISAL - you can't be fired or punished for contacting WCB or exercising any of your other workplace rights.

## Annual Incremental Increases

Your pay increment (step level) is based on your teaching experience. Contract teachers move up one step on the pay scale after 10 months of full-time experience. Incremental increases take place automatically on September 1 and January 1 each year.

TTOCs are also eligible to move up the pay scale based on their experience: 17 days of TTOC experience equals one month of contract experience. If you have received a contract this year, and have TTOC experience accumulated, you can complete a form asking Payroll to convert TTOC experience to contract experience, because the combination of the two might make you eligible for an incremental increase on January 1. Payroll will not do this unless you request that your TTOC days and contract months are merged.

If you are a part-time contract teacher AND you work occasionally as a TTOC, you are also eligible to convert your accumulated TTOC experience to contract experience.

For example: Jack Smith teaches three days per week at an elementary school in a contract assignment. On Thursdays and Fridays, he TTOCs. Jack has 70 days of TTOC experience accrued in his TTOC experience bank. He also has 7 months of contract teacher experience accrued. On June 30, 2015, Jack applied to have his TTOC experience transferred to his contract teacher bank. The 70 days Jack has accrued will be converted to months by dividing by 17. Dividing 70 by 17 is 4 whole months with 2 days remaining. The four months will be transferred to Jack's contract teacher bank and the 2 days will remain in his TTOC bank. Jack will now have 11 months in his contract teacher experience bank. This means that on September 1, 2015, Jack will move from Step 0 on the salary grid to Step 1. Jack will be able to transfer his TTOC experience twice per year.

The next incremental increase will be January 1, 2018. Contract teachers should have their form (see attachment) into Payroll, no later than **November 15, 2018** in order to receive an increase on January 1, 2019. If there's any confusion, or you have questions, please contact Mark Keelan at [grieve2@surreyteachers.org](mailto:grieve2@surreyteachers.org).



We are a nation known for outdoor pursuits but the reality is, we are spending less and less time outside, including the kids. That's a big shame on so many levels, not least because it's taking a toll on our health and well-being. Are you looking for a way to raise awareness throughout your school about the benefits and learning opportunities of taking students outside? Take Me Outside Day is a reminder to do just that. It's an invitation to schools to extend the classroom beyond the four walls and engage with school grounds and natural areas for at least an hour on October 24th.

## International Solidarity workshop - open to all

Teachers interested in learning more about international solidarity work are invited to attend a workshop on Saturday Oct 27th, along with several members of the international solidarity committee. We will register you and pay for your attendance. Read more about it at <https://www.codev.org/2018/10/2018-isscc-registration-form/>

Please contact Julia by email ASAP at [1vp@surreyteachers.org](mailto:1vp@surreyteachers.org) to be registered.

## October 18 is Persons Day in Canada!



In Canada, the British North America Act (BNA Act) of 1867 used the word “persons” when referring to more than one person and “he” when referring to one person. Many argued the Act implicitly stated that only a man could be a person, which prevented women from participating fully in politics or affairs of state. Governments also used the “persons” argument to keep women out of important positions, so that only “qualified persons” could be appointed to the Senate of Canada meant that only men could be appointed.

In 1927, five women (a.k.a. the Famous Five), Emily Murphy, Nellie McClung, Louise McKinney, Irene Parlby and Henrietta Muir Edwards, asked the Supreme Court of Canada to answer the following question: does the word “person” in Section 24 of the BNA Act include female persons? After five weeks of debate, the Supreme Court decided that the word “person” did not include women. The Famous Five did not give up the fight and took their case to the Judicial Committee of the Privy Council of Great Britain in London, which was then Canada’s highest court of appeal.

On October 18, 1929, Lord Sankey, Lord Chancellor of Great Britain, announced the decision: “The exclusion of women from all public offices is a relic of days more barbarous than ours. And to those who would ask why the word ‘person’ should include females, the obvious answer is, why should it not?” The Famous Five not only won the right for women to serve in the Senate, but also helped pave the way for women to participate equally in all aspects of life in Canada.

## 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 Nicole Jarvis, who shared this amazing resource with us recently:



**Nicole Jarvis**

October 4 at 9:17 PM · 🌐

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Attention all teacher friends in search of a meditation app. Go to [www.calm.com](http://www.calm.com), scroll down to the bottom, and click on school. You can then apply to have free access to their entire library. Normally an annual fee of \$59.99.

Thank you Nicole, 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](mailto:communications@surreyteachers.org) to spread the kindness around our local and for your chance to win a gift card too!

**PROVINCIAL  
SPECIALIST  
ASSOCIATION**

**CONFERENCES  
2018–19**

Every teacher  
needs a PSA

#PSAday

## THIS FRIDAY is #PSAday

Provincial Specialist Associations (PSAs) are a way for members to exchange ideas on research, teaching strategies, curriculum development, and other shared interests. This year’s upcoming [PSA day](#) is on Friday, October 19. Make sure you sign up early to save a spot! You can use either your Individual Professional Development Funds or Consolidated Professional Development Funds to pay for these conferences.

## REACH OUT!

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.



## Pro-D Opportunity in Surrey

The PSA conference for the Computer Using Educators of BC will be Friday, October 19, at Frank Hurt Secondary. There will be awesome sessions, an inspiring keynote, and delicious food and super giveaways. As a special opportunity, they will also be hosting an additional day of Pro-D at Science World for those interested in expanding their coding and computing connections on Saturday October 20th. One-day and two-day tickets are available for purchase. Lots of amazing give aways, and welcome gifts worth over \$30.

<https://www.picatic.com/cuebc2018>