

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

24 Take Me Outside Day

26-27 BCTF Bargaining Conference

27 [International Solidarity Committees Conference](#)

28 [Spark withIN Conference](#)

30 [New Teachers' Conference](#)

NOVEMBER

2-3 BCTF Representative Assembly

7 Diwali

9 Professional Development Day:
"To Shine A Light On It"

School Board Elections

On Saturday October 20th, as you surely know, the Surrey First school board slate was re-elected; there will be no change in the make up of our school board this term. Since the STA endorsed five candidates for Surrey who offered changes we would like to see, and one incumbent from White Rock, with only our White Rock endorsee elected our hoped-for change was not realized. Well, that is politics! The Surrey Teachers' Association will continue on with our work supporting teachers, demanding better funding, insisting upon full implementation of our contract, and seeking changes to better support our students with many diverse needs.

Some might say we shouldn't have endorsed who we did, and that we should have endorsed at least some of the Surrey First incumbents. It is true, the New Westminster District Labour Council did endorse Ms Larsen and Mr. Allen, but the STA Executive Committee and General Meeting voted not to follow suit. Our concern is for the issues we see in our schools. In particular, we are outraged about LST under-staffing. Full-time table officers have visited all but two Surrey schools in the last year and consistently hear that teachers feel they cannot meet the needs of students who need extra support; that the LST understaffing is seriously affecting their schools. The STA has only one allocated annual formal meeting with the board of trustees as key stakeholders in the Surrey School District, where we normally give an overview of various concerns. We devoted the entirety of this two-hour meeting with trustees last year to a careful and thorough explanation of the topic of LST staffing and the extreme stress teachers feel not being able to meet the needs.

According to board policies and regulations, trustees are "responsible for establishing policies, ensuring implementation and monitoring the results within the school district." They have heard from us, and that is presumably part of their "extensive consultation with stakeholder groups." Teachers remain unsatisfied; we have not yet seen the staffing of LST restored. We have a grievance about this (of course!) and we are awaiting arbitration on it, but **there is nothing stopping the school board from hiring and staffing more specialist positions!** It astonishes us that they do not seem to see the extreme urgency of the situation. Arbitration takes time, for sure, but **students need help now!** Although filling these positions would be expensive, and would not currently be covered by government funding, (and they can join us in demanding this be covered!) we believe trustees should set policy prioritizing this staffing, and that they could find money to fill at least some positions, instead of going for the bare minimum they believe they are required to do under BCPSEA's interpretation of the restored language.

We hope the school board, having received a mandate for the next four years, also feels empowered right away to staff our schools to better meet student needs, and according to our bargained and restored contract. We hope they have noticed the strong support for candidates who espoused more open communication with the community and a desire for more action on the part of trustees in demanding the funding for school operations that Surrey students deserve. We want to work with them to make our excellent schools better, and we congratulate Laurie Larsen, Terry Allen, Garry Thind, Gary Tymoschuk, Bob Holmes, Shawn Wilson and Laurae McNally on their re-election as trustees.



If you applied or know someone who has applied for a contract teaching position or to work as TTOC and were either not contacted or were denied, please, contact Joanna Cerazy, Grievance Officer, at grieve1@surreyteachers.org.





You are Invited: International Solidarity Committees Conference



Teachers interested in learning more about international solidarity work are invited to join other international solidarity activists to share experiences and discuss practical strategies for international solidarity work on Saturday, October 27. Special guests from the Buenaventura Civic Strike Committee will speak on the strength of labour-community alliances to combat violence and defend public rights. Workshops include: creative ways to engage your members in International Solidarity, dealing with divisive issues in international solidarity: the Nicaraguan crisis, and legal and social action to defend labour and social rights: the Colombian experience. 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 at 1vp@surreyteachers.org ASAP to be registered.



I Teach, I Vote

To everyone that went out and voted in the municipal elections, thank you for exercising your democratic right. Your voice matters and we will continue to advocate for our students and the importance of safe and inclusive schools.

Congratulations!

Last week at our Special General Meeting, we had many exciting things happen.



Each year, the Surrey Teachers' Association awards scholarships, bursaries and the Jennifer Wadge Memorial Social Justice Award, awarded based on academic performance and school and community involvement. Congratulations to Jonah Lee, Jenna Aldus, Tristan Campbell, Spencer Harris, Kennedy Hoven, Jenna Stea, David Ward, Emma Thornton, Isabella Romas, Jenessa Neidig, and Stephanie Kaminura. Winning a scholarship is a happy and proud moment for not just the winner, but also for the parents, grandparents, siblings, extended family, friends and of course our Association (STA). The effort of working towards a scholarship deserves much praise. Heartiest felicitations to all our awesome recipients. We sincerely hope this scholarship opens the gateways to your bright futures. We are all so happy and proud of your achievements. Keep it up!!!

We also had a few elections at the meeting. We elected the following members as delegates to the BC Fed Convention: Gavin Hainsworth, Derek Imai, Bhupinder Mattoo, Julia MacRae, Kevin Amboe, Jatinder Bir, Rick Kumar, Brett Salary, Devinder Kaila, and June James. A big thank you to Sonu Sangha, Andy Nesdoly, Gurinder Sidhu, Karen Moon, and Melanie Miki for putting your names forward and are elected as alternate delegates.

We thank the many people who put their names forward for various committees. It is not too late to join a committee! If you are still interested, you can send your [C/V form](#) in to sta@surreyteachers.org.



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 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 if you need further information.

Teachers' Pension Plan

Good news—contribution rates will decrease as a result of the 2017 valuation.

Effective January 1, 2019, rates will be reduced for both member and employer contributions to BC's Teachers' Pension Plan. Currently, members contribute 12.92% of salary. Effective January 1, 2019, they will contribute 11.17% of salary. Employers currently contribute 13.23% of salary. Effective January 1, 2019, they will contribute 11.30% of salary.

In short, you will pay less money to the plan: for every \$1,000 of salary, members will pay \$111.70, a reduction of \$17.50, and employers will pay \$113.00, a reduction of \$19.30.

Member and employer contribution rates

	Up to and including December 31, 2018 (% of salary)	As of January 1, 2019 (% of salary)
Member Contribution Rates	12.92	11.17
Employer Contribution rates	13.23	11.30



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.

Health & Safety: It's Getting Cold Outside

With the recent pipeline issue outside of Prince George, the district has advised that temperatures in the schools be lowered until the pipeline is fixed. The district has recommended a range of 19 degrees Celsius to 19.5 degrees Celsius. 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 lower than the temperature range above, please get in touch with Health and Safety Officer Sue Heuman via email at hs@surreyteachers.org or by phone at 604-592-8391.


Referendum

British Columbia is having a referendum on what voting system we should use for provincial elections. This is one of the most important election decisions in our history. The referendum is being held by mail from October 22 to November 30, 2018. Voters in the referendum will be asked what voting system B.C. should use for provincial elections. The referendum will decide if British Columbia keeps the current First Past the Post voting system or adopts a proportional representation voting system. If more than half the votes support First Past the Post on the first question, the voting system will stay the same. If more than half the votes support proportional representation on the first question, the proportional system with the most support on the second question will be adopted and used for provincial elections called on or after July 1, 2021. Another referendum will be held after two general elections to see if B.C. wants to keep the new voting system or go back to using First Past the Post... that's right, if we do not like it, we can always vote to change it back!

Local Representation

Who represents you?

First-past-the-post		1 local MLA
Dual Member PR		2 local MLAs (in a 2 seat riding) <small>*a few large rural ridings would remain single seats</small>
Mixed Member PR		1 local MLA (in a larger riding) + Several regional MLAs (# varies by area)
Rural-Urban PR		Urban: Several local district MLAs (# varies by area) Rural: See Mixed Member

fairvote.ca/pr4bc


Voters will be asked two questions on the referendum ballot:

- The first question asks if we should keep the current First Past the Post voting system or move to a system of proportional representation.
- The second question asks voters to rank three proportional systems: Dual Member Proportional (DMP), Mixed Member Proportional (MMP), and Rural-Urban Proportional (RUP).

The BCTF is in favour of proportional representation. In January 2018, the BCTF Representative Assembly voted to advocate for a change to BC's first-past-the-post electoral system. Glen Hansman states in the current [Teacher Magazine](#), "We believe it's not right, or fair, that a government with only 40% of the vote should get 100% of the power." Make false majority governments a relic of the past. We need a fairer voting system!

Dinner workshop with Adrienne Gear "Powerful Understanding"



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

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. For more information, please see the website at <https://www.sparkwithin.org/>

Be Kind to Your Pro-D Rep

The PSA Day has passed and many of you will have attended some excellent conferences, for which you will be asking for reimbursement from STA Pro-D funds. This is a good time to remind you about the role and function of Pro-D Reps in your schools. Below is a list of the duties your Pro-D Reps have **voluntarily** taken on:

- Advocate for teacher professional autonomy in Pro-D
- Attend STA training (mandatory) in September
- Work with Pro-D committee in school
- Approve individual Pro-D Funding forms
- Keep track of financial allotment

It is important for teachers to keep in mind that you are responsible for keeping track of your Pro-D Funding applications, not your Pro-D Rep. You can help your rep by doing the following:

- Photocopy your approved application and give the photocopy to your rep
- Hold on to your original approved application until you have attended your event
- After you have attended the event, attach your receipt(s) to your original approved application and send it to the STA in the blue courier bag
- If you have questions or concerns about your application after you have sent it to the STA, call or email June James, Pro-D Officer, at 604 594-5353, or pd@surreyteachers.org

Your Pro-D rep is doing the important, voluntary job of protecting your professional autonomy, working with your Pro-D committee, and keeping track of your school's Pro-D funds. Please be kind to your rep by keeping track of your own requests for Pro-D funding.

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 is from Julie Ainscow from Cloverdale Traditional School:

"I would like to make a "shout out" to an awesome colleague at my school, Kristine Eurich. She has made the transition to Freshgrade much easier for me, generously offering both her time and support! Kristine is a super helpful and resourceful colleague. She never hesitates to lend a hand or offer her resources. I feel very fortunate to work with her and our school is lucky to have her!"

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 to spread the kindness around our local and for your chance to win a gift card too!



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!

REACH OUT!

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.

Student Vote 2018



Municipal Elections

We are so happy to see so many teachers using Student Vote in the schools, there is nothing as powerful as a simulation to teach future voters about the importance of exercising their democratic rights! The winner of the gift card will be announced later this week, good luck to all who entered by submitting pics of their class or school participating.