



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

30 New Teachers' Conference

31 Happy Halloween!

NOVEMBER

2-3 BCTF Representative Assembly

5-11 Veterans' Week

7 Diwali

9 [Professional Development Day: "To Shine A Light On It"](#)

11-17 BC Multiculturalism Week

11 Remembrance Day

12 Statutory Holiday - no school!

14 Take Your Kid to Work Day

11 Remembrance Day

15 Deadline for TTOC Experience Transfer and variance applications

19 STA Wellness Event

BCTF Bargaining Conference



2018 BCTF Bargaining Conference
Sheraton Vancouver Airport Hotel
October 26–27, 2018

On the weekend, 19 Surrey delegates spent their Friday (until 9:30 pm!) and Saturday working hard to advocate for the issues Surrey teachers wanted brought forward based on our provincial bargaining surveys completed last year. We joined about 250 members from across the province to develop our provincial bargaining objectives and strategies for the upcoming contract negotiations. While we cannot report out on what occurred during the conference since it was all done "in committee", we will be giving an update at our next Special General Meeting on November 21 at the Bombay Banquet Hall.

Legal Update: Chilliwack Arbitration

As you may have heard in the news, the BCTF was successful in an arbitration regarding failures to fill in the Chilliwack school district. A report was provided to members at the last Special General Meeting and STARA meeting.

The union grieved the practice in Chilliwack of pulling non-enrolling teachers (particularly Teacher-Librarians) to cover failures to fill, and challenged the employer's restrictive hiring practices. The collective agreement in Chilliwack restricts the employer's ability to have teachers who are not TTOCs or PTOCs cover for absent teachers, except in emergencies. The arbitrator found that a chronic shortage of TTOCs did not qualify as an "emergency", particularly when the employer admitted that it had been limiting hiring to candidates it considered "top-tier", and not even interviewing other applicants. The arbitrator found that the practice of pulling Teacher-Librarians from their jobs to cover failures to fill violated the Chilliwack collective agreement, and also meant that the employer had failed to meet the minimum staffing ratios for Teacher-Librarians under their restored language. The BCTF and BCPSEA will be meeting this week to discuss remedy. BCPSEA may choose to appeal this arbitration award.

The BCTF is still determining the ramifications of this decision on other locals, with different collective agreement language. We do believe that the decision will be helpful to us on various issues, including ongoing grievances regarding non-enrolling ratios and failures to fill. However, in the short term, please do not assume that this arbitration decision will change the practice in Surrey of pulling non-enrolling teachers to cover failures to fill. We will provide further updates as new information becomes available.



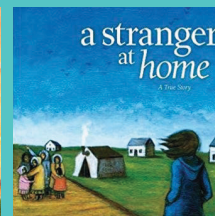
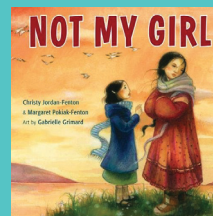
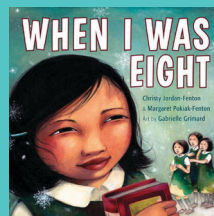
surrey **teachers'** association

STA'S ABORIGINAL EDUCATION COMMITTEE PRESENTS ITS 3RD ANNUAL
YUSÁYŁTHUT, "TO SHINE A LIGHT ON IT" CONFERENCE
ABORIGINAL WORLDVIEWS & PERSPECTIVES



FEATURING AUTHORS

**MARGARET POKIAK-FENTON
& CHRISTY JORDAN-FENTON**



MASTER OF CEREMONY

Harley Chappell, Chief
Semiahmoo First Nation



KEYNOTE SPEAKER

Dr. Bruce Miller
University of British Columbia
"Settler-Indigenous Relations Today"

**NOVEMBER 9,
2018**

8:30 am - 2:30 pm
Queen Elizabeth Secondary
9457 King George Blvd.
Surrey, BC

Lunch Provided!

TRADITIONAL TEACHINGS & PERFORMANCES

Workshops include:

- Semiahmoo First Nation History & Governance
- Infusing Aboriginal Content
- Indigenous Medicine Bags & Beading
- Residential School, Surviving, Remembering
- Who Are the Coast Salish?
- Sixties Scoop
- Unsettling the BC Curriculum: An Analysis of Multicultural Norms
- Cedar Weaving
- Project of Heart
- Secret Path

To register, go to: toshinealightonit2018.eventbrite.ca

For further details, contact Carolyn Sousa at sousa_c@surreyschools.ca

This is a scent free event!



SAVE THE DATE!

Wellness Event November 19!

The STA Status of Women Committee will be hosting another wellness event at Beecher Place on Crescent Beach after school on Monday, November 19. If you have been to one of our wellness events in the past, then you know this is an event you do not want to miss! More information and eventbrite registration link to come.

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.

TTOC Experience Transfer Form

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.

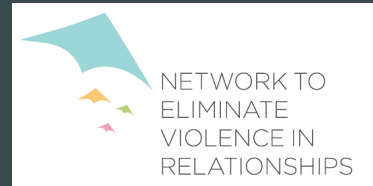
TTOCs are also eligible to move up the pay scale based on their experience: 17 days of TTOC experience equals one month of contract experience. If you have received a contract this year, and have previously accumulated TTOC experience, you can complete a form asking Payroll to convert TTOC experience 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: Taylor Smith teaches three days per week at an elementary school in a contract assignment. On Thursdays and Fridays, they TTOCs. Taylor has 70 days of TTOC experience accrued in their TTOC experience bank. They also have 7 months of contract teacher experience accrued. In November, 2018, Taylor applied to have their TTOC experience transferred to their contract teacher bank. The 70 days Taylor has accrued will be converted to months by dividing by 17. 70 divided by 17 is 4 whole months with 2 days remaining. The four months will be transferred to Taylor's contract teacher bank and the 2 days will remain in their TTOC bank. Taylor will now have 11 months in their contract teacher experience bank. This means that on January 1, 2019, Taylor will move from Step 0 on the salary grid to Step 1. Taylor will be able to transfer their TTOC experience twice per year.

The next incremental increase will be January 1, 2019. Contract teachers should have their [form](#) 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.

Opportunity for Members: NEVR Conference



Are you interested in attending the [8th Annual NEVR \(Network to Eliminate Violence in Relationships\) Conference](#) on Thursday, November 1 and Friday, November 2? At the conference you will learn how to provide services and solutions to marginalized and vulnerable populations and network and learn from knowledgeable speakers and colleagues. The STA Status of Women committee would love to send you to the conference, covering your LOA and registration fees for both days, with the agreement to submit an article to the STA Advocate following the event. Spots are limited. If you are interested in this opportunity, please email Angela at communications@surreyteachers.org

Students with Violent Tendencies

There have been a number of issues around students with violent tendencies disrupting classes, injuring teachers, EAs or other students. If you have a student with violent tendencies in your classroom, you have the right to know what those tendencies are and to see and follow a safety plan for that student. If the student has injured a teacher, please ensure that the First Aid Attendant records the incident and the STA advice is for the teacher to complete the [WorkSafeBC Employee Form 6A](#). This is critical to ensuring the student receives the support they need and if the teacher is injured, physically or mentally, a record should be available. The STA is working with WorkSafeBC to ensure that these incidents are being dealt with in an appropriate manner. A copy of the 6A is given to the employer (your principal) and a copy sent to Health & Safety, HR. Please retain a copy for your records.





If there is an injury, and the teacher requires time off work as a result of the incident, then a claim to WorkSafeBC through the teleclaim process is necessary. Call WorkSafeBC Claims Call Centre at 604.231.8888 or toll-free throughout Canada at 1.888.967.5377, Monday to Friday, 8 a.m. to 6 p.m. PST. If the student does not have a safety plan you may be able to refuse unsafe work. Please call the STA if you believe you are being asked to do unsafe work. Sue Heuman, Health & Safety Officer, hs@surreyteachers.org or (604) 594-5353.

Rodent Droppings

We have received calls from schools where mice and/or rats are a problem. If there is evidence of mice or rats, teachers are not to clean them up. Facilities are to be called immediately and they will send a trained individual to clean it up. Teachers cannot be directed by their principal to clean up mice or rat droppings. Teachers who are directed to clean up rodent droppings should call the STA, as this may be "refusal of unsafe work" and we can give you advice. Principals should also be discouraged from cleaning these up as we would not expect them to be trained and they may make the situation worse. Please contact Sue Heuman Health & Safety Officer, hs@surreyteachers.org or (604) 594-5353.

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 BC 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

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!

fairvote.ca/pr4bc



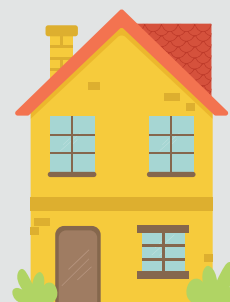
SPTA: Dinner workshop with Adrienne Gear "Powerful Understanding"



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

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!

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 Megan Jackson:



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!

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.