

# 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

### NOVEMBER

- 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  
[LAC Film Night](#)
- 19 [STA Wellness Event](#)
- 21 STA SGM / STARA at Bombay Banquet Hall

## Local Bargaining Survey

You will recall that we conducted a survey on provincial bargaining objectives last spring. The Bargaining Committee used the results of that survey in formulating the resolutions that Surrey brought to the BCTF Bargaining Conference on October 26-27. We also have an opportunity to conduct bargaining on local issues with the District. To help us prepare for that, we need your feedback on our local bargaining survey.

The survey can be found at <https://www.surveymonkey.com/r/STALocal2018>. It will be open until Monday, November 25, 2018. Please take the time to complete the survey, so that we have comprehensive information about what issues are important to you, so that your local bargaining team can represent you effectively at the bargaining table.

## November is Anti-Poverty Month



November is anti-poverty month. Poverty is a complex issue and comes in many different forms. The BCTF Anti-Poverty committee has many resources and lesson ideas that are available as a download or can be ordered from the BCTF by sending an email to [socialjustice@bctf.ca](mailto:socialjustice@bctf.ca). Please specify quantity and include a mailing address.

Have you heard of the Welfare Food Challenge? Raise the Rates BC, an organization that works to end poverty and homelessness in BC, challenged all BC MLAs to live on the welfare rate for single able-bodied person. Last year's challenge allowed the participants \$19 for the week to buy food. If that sounds bad, it gets worse. Raise the Rates will not be sponsoring the Welfare Food Challenge this year as the average rent for a room in the Downtown Eastside increased to \$687 per month this year, leaving only \$23 per month for food and other necessities! That would mean participants would only have \$5.75 per week for food. How privileged we are to be able to choose! There are still about 190,000 people trying to survive on income and disability assistance who don't have a choice. So what can you do to help? One way is to email the Minister of Social Development and your local MLA at [www.abcpplan.ca](http://www.abcpplan.ca) and urge the government to raise the rates!



## Veterans' Week #CanadaRemembers

This week, from November 5 to 11, is Veterans' Week. Veterans' Week is not just for those who made the ultimate sacrifice and gave their lives so that we can enjoy the peace and freedoms we have today, but is also for those who returned and their families who stood by them. The government of Canada has a variety of [free learning modules](#) on their website about the World Wars, Canadian Armed Forces, Aboriginal-Canadian Veterans, Women and war, etc. for your use.



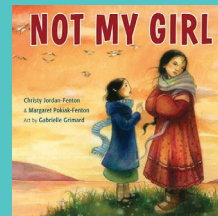
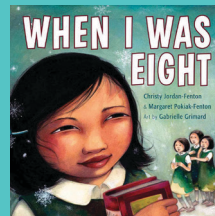
surrey **teachers'** association

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](https://toshinealightonit2018.eventbrite.ca)**

For further details, contact Carolyn Sousa at [sousa\\_c@surreyschools.ca](mailto:sousa_c@surreyschools.ca)

This is a scent free event!

## November 9th Non-Instructional Day

If your school held summer pro-d and the November 9th non-instructional day is the voted on in-lieu day, you need to be aware of two issues. First, the in-lieu day your staff voted on is only for teachers who attended the summer pro-d activity at your school. Second, teachers who elected not to attend summer pro-d can treat the November 9th non-instructional day according to our collective agreement language:

### \*F.21.2 SCHOOL NON-INSTRUCTIONAL DAYS

At least four (4) non-instructional days will be approved by the Board for school planned and teacher-directed professional development activities. Board approval will not be unreasonably withheld or denied.

**They can engage in self-directed activities that adhere to the collective agreement language below:**

#### F.22.1

The Board and the Surrey Teachers' Association recognize the value of professional development activities to enhance curricular knowledge, to heighten instructional skills, and to broaden exposure to pedagogical theories, methods and strategies.

Your school Pro-D Rep will put out a sign-up form on which you should indicate your name, the activity in which you will engage, and your location.

Don't forget that the STA Aboriginal Committee is hosting their Focus Day, To Shine a Light on It, on November 9th from 8:30-2:30 at Queen Elizabeth Secondary School. You can register at [toshinealightonit2018.eventbrite.ca](http://toshinealightonit2018.eventbrite.ca)

## Cannabis

We have been receiving inquiries from members regarding the district policy on Cannabis, particularly the disclosure of medications by the members to the employer. Our position is that employees do not have a duty to inform the district of a medical cannabis prescription unless there is the potential that an employee may be impaired by medical cannabis while at work. It would be a violation of a teacher's medical privacy to have to disclose medical information related to an authorization to consume cannabis for medical reasons where there is no reasonable likelihood of impairment at work. This position would also apply to prescription or non-prescription medications that may impair a member. If a teacher believes that the medication may cause them to be impaired the teacher should contact the STA Health & Safety Officer Sue Heuman at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) or (604) 594-5353 to discuss the matter.

## Pacific Blue Cross Denials



We have learned that Pacific Blue Cross has denied some teachers Extended Health Benefits due to "pre-existing" conditions and are calling the member's applications "A Late Application for Benefits". If this applies to you or to a colleague, please have them get in touch with the STA Health & Safety Officer Sue Heuman at [hs@surreyteachers.org](mailto:hs@surreyteachers.org) or (604) 594-5353 as soon as possible as we may have a grievance on this matter.

## Split Shifts

If you are a secondary school teacher at a school with an extended day schedule and have been assigned to teach a split shift schedule, for example you teach blocks 1 and 2 and need to wait one block to teach blocks 4 and 5, please contact Joanna Cerazy, Grievance Officer, at [grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org).

## LAC FILM NIGHT

## ★ THE DEVIL'S MINER ★

NOVEMBER 15

The Labour Affairs Committee of the STA is pleased to present another of our ever-popular Film and Dinner Nights.

### Featuring: The Devil's Miner

Free for STA members, \$15 for non-members. Come and enjoy a film, dinner and great discussion with colleagues & friends!

Watch the movie trailer:

<https://www.youtube.com/watch?v=uqk-Scp6Lw8>

Register here:

<https://lacfilmnight-nov2018.eventbrite.ca>

## Best Efforts

As the Association continues to pressure the Employer to fully restore the Collective Agreement language, we rely on the information you are able to provide. We are asking that you contact Joanna Cerazy at [grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org) if you believe that best efforts were not made at your school. Best efforts include things such as re-examining the utilization of existing spaces within a school or across schools, using temporary classrooms, as well as reorganizing the existing classes within the school to meet class size and composition language. Importantly, just because teachers are receiving remedy, it does not necessarily mean that best effort requirements have been met by the Employer. Please, let Joanna know if you believe that there were ways in which classes could have been organized to avoid class size or composition violations at your school.

## Are you a new teacher? Are you prepared for your First Year Evaluation?

During your first year of teaching, no later than six school months after you have been hired, you should receive an evaluation by your principal. The evaluation process is normal, and part of our contract. You and your principal will meet and discuss the process by which this formal evaluation will take place. You will decide upon visits/observations, impromptu visits, and at least the first post-observation conference together. Your principal will give you a copy of the criteria, definitions, and guidelines, so that you will know what to expect during the evaluation process.

You can prepare yourself by taking a look at Appendix D of our [collective agreement](#), which you can view on the Surrey Teachers' Association website. You can read through the definitions and criteria for evaluation and report-writing. You might think about your strengths and the things you want to share with your principal; and, if there are areas of your work that you would like some help with, you could request some assistance. Another teacher could be a great source of support. A trusted colleague, mentor, or peer support consultant can help as you refine your teaching and build your confidence. If you would like to access Peer Support, please call or email Christie, the Professional Support Services officer, at [services@surreyteachers.org](mailto:services@surreyteachers.org).

## Canadian Climate Literacy Survey

What is climate change education and how should it be taught? Learning for a Sustainable Future is undertaking a national survey to gain an understanding of current levels of knowledge and perceptions of climate change and to assess the education system role in addressing climate change education. This survey is targeting the general public, parents of K-12 students, students ages 12 -18, teachers, administrators, teacher educators, and other interested educators across the country. National and Provincial/Territorial results will be shared with Ministries of Education, Teacher Federations, Faculties of Education, and other education stakeholder groups across Canada.

The online survey is found here: [www.bit.ly/lfsclimatesurvey](http://www.bit.ly/lfsclimatesurvey). The survey will only take about 15 minutes, is available in both English and French, and is anonymous.

## Is Your B.A.S.E.S. class understaffed?

The Special Education class size and composition limits apply to the B.A.S.E.S. programs. Last year, the Association filed a grievance as we believed that the prescribed class size and composition language was not always adhered to. Please, check your class size and composition to ensure that you have received appropriate staffing for your classes this school year. Contact Joanna Cerazy at [grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org) with questions or concerns.

## Integration Support Caseloads

Integration Support Teachers, please check your current caseloads and contact Joanna Cerazy at [grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org) if you have more than 15 students on your caseload.

## Integration Support Teachers Hiring

If you applied to work as an Integration Support Teacher and were either not called for an interview or the process of hiring was unreasonably delayed, please contact Joanna Cerazy at [grieve1@surreyteachers.org](mailto:grieve1@surreyteachers.org).

## 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! The event begins with a soft start at 3:30 pm, where we will serve coffee/tea and light snacks as you unwind from your day, soaking in the amazing views from the expansive deck, or going for a walk along the beach. At 4:00 pm, Marilyn will lead us through a light and relaxing mindful breathing exercise. At 4:30 pm, Cindy Weber, an empowerment coach, leader, and speaker, will guide us toward wellness, empowering us with tools that will take us away from burnout and toward a more balanced state of mind. As teachers, we often make our work with others our priority rather than focusing on ourselves. Burnout is a reality in our profession and wellness is not something we always make time for.

Please join us by registering at the following link:  
<https://wellnessevent-nov2018.eventbrite.ca>





## 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](mailto:grieve2@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.

## 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 Gurjit Pattar and Raj Binning from Janice Churchill Elementary. Gurjit and Raj were recently highlighted in an article by the Surrey Now-Leader for coordinating Student Vote at their schools. You can read the [article](#) online for more details.



## Surrey Primary Teachers' Association

### WHAT THE HECK IS A REKENREK? (FOR K-2 TEACHERS)

**Tuesday, November 27th, 2018**  
**3:30 - 5:00 PM**  
**Hazelgrove Elementary**  
**Room 201 (Upstairs)**  
**7057 191st Street, Surrey**

**Presenter: Stephanie Turner**

Come and learn how to use rekenreks with your K-2 students. A rekenrek is an arithmetic tool, also known as a math rack, or counting frame. The rekenrek is a powerful concrete tool that develops number sense in our young students (K-2), as well as allowing them to discover addition and subtraction strategies and concepts.

**This is not a make and take session but there will be ideas shared about how to make them (easy peasy and cheap!) for your classroom.**

**Snacks, refreshments, and door prizes included.**

**SPTA Members: Free**

**Non-members and out-of-district: \$10**

**Please make cheques payable to: SPTA**  
**Send to Sylvie Afilal @ Courier #117**

**Register:**

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



**gurjitpattar**  
@gurjitpattar

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So proud of my class. [#creativity](#)  
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**Surrey school's student election offers sweet lesson in politics - Surrey Now...**

Young candidates' campaigns feature big promises of more field trips, lap tops and candy

[surreynowleader.com](http://surreynowleader.com)

9:34 PM - 1 Nov 2018

Thank you Gurjit and Raj, 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!

## Childcare for Special General Meeting

**Do you need childcare in order to attend the upcoming Special General Meeting?**

If so, please contact Esther at [graphics@surreyteachers.org](mailto:graphics@surreyteachers.org) ASAP as final numbers need to be confirmed by **November 14, 2018**. You also have the option of finding your own child care and submitting the receipt to the STA for reimbursement.



## 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.