

# 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

- 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 AGM / SGM and 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.

As of now we have **only 97 completed**. This is an opportunity to be involved. 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.

## BC Multiculturalism Week

This week is BC Multiculturalism Week. The defining characteristic of a multicultural school is not the demographic makeup of the student body, nor its ability to put on a fair...instead, it's the willingness to ask, "Who's voice is not being heard?" "Why wasn't it included?" and "How can this be changed?" Most of our multicultural events in our schools focus on celebration... celebration of food, celebration of clothing, celebration of music and dance... add in a little display of flags or signs of greetings in different languages and ta-da! We can "check the box" that we are a multicultural school. The problem is not that we start with all this, but that we tend to stop afterwards. This week, take the opportunity to go beyond a superficial examination of cultural differences by supporting the development of inclusive attitudes with your students and your colleagues. Real multicultural education is part of a more serious struggle for social justice, a struggle that recognizes the need to fight against systematic racism, colonization, and cultural oppression in our schools. It is time for us to go beyond the fairs and dissect the oppression our students face, or at the least, acknowledge it. This year, let's be more inclusive and become more self-aware of our practice, whether it's in our classroom or in our school. Multicultural Education is rooted in the lives of our students and communities, is supportive of identity, embraces home language, critiques knowledge and history that has dominated and suppressed others, and celebrates social movements locally and abroad.

## 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.

## UNLEARN RACISM



Resources and lesson plans to address inclusion in your classroom can be found on the [BCTF Antiracism web pages](#). To teach about inclusion, it is important for teachers to develop an understanding of unconscious, or implicit bias. For more information on unconscious bias, visit the Implicit Bias section of the [Raising Awareness](#) and [Delving Deeper](#) of the [BCTF Equity and Inclusion webpages](#).



surrey teachers' association

## RECONVENED ANNUAL GENERAL MEETING & SPECIAL GENERAL MEETING

STARA Meeting to follow

November 21 • 4:00 pm

Bombay Banquet Hall  
(7475 135 St, Surrey)

DELICIOUS  
DINNER  
PROVIDED

On Wednesday, November 21 at 3:45 pm there will be a AGM/SGM at the Bombay Banquet Hall (7475 135 St, Surrey). You won't want to miss it, as there will be an executive report regarding bargaining. We will also be adopting the resolutions we will be sending to the BCTF AGM. Dinner will be served at the meeting. The meeting will conclude with a pro-d draw and prizes. If you require childcare during the meeting, please email Esther at [graphics@surryteachers.org](mailto:graphics@surryteachers.org) by November 14.

The STA Status of Women committee will be on site, collecting new or gently used shoe donations for the 16th Annual Shoe Memorial taking place in memory of all missing and murdered women and girls. The shoes donated will go to women in need. The STA Anti-poverty committee will also be on site holding a sock drive, so please bring new socks, mittens, toques, or blankets to donate.

## New Teachers' Conference



The STA held our first New Teachers conference of the year on October 30, which was attended by 23 newbies in their first or second year of teaching. It is so great to meet our new colleagues and welcome them to the profession. The teachers received a series of orientations throughout the day to various aspects of the services the union offers them, and the rights they can assert. They reviewed topics such as preparing for your first year evaluation, how to understand your paycheque, Pro-D opportunities, and legal pitfalls for teachers. They also got to meet Teri Mooring, 1st Vice President of the BCTF, who inducted them into the provincial union; each teacher received certificate and a pin. They had a lovely hot lunch and more than half won a book prize. We are offering two more opportunities in February and June to teachers **new to the profession** this year. Sign up for our next New Teachers Conference now! Register at <https://ntc-feb2019.eventbrite.ca>. We want to offer this to as many as new teachers as possible, and may rent a larger venue if we have enthusiastic registration numbers!

### 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://youtu.be/uqk-Scp6Lw8>

Register here:

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



## Are you a new staff rep? Did you miss the training in October?

We are in the process of setting up our next set of staff rep training days scheduled for January 2019.

We are seeking your feedback through a [quick poll](#) to gauge the interest/desire for us to repeat our Rookie training (Role and Function of the Staff Rep).

This poll will help us know. Thanks in advance for your time and consideration.

## 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.



## 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)

## Time To Mail In Those Ballots!

### Proportional representation means...



- **No more strategic voting**
- **Higher voter turnout**
- **Local representation**
- **Cooperative governance**
- **Every vote matters**
- **Better representation of women and minorities**
- **Government accountability**

By now you all should have received your mail-in ballots for the referendum. Now is the time to cast your vote as the ballots need to be received by Elections BC by November 30 to be counted. You do not want to miss the chance to be part of the decision on whether we keep the current First Past the Post voting system or adopt a Proportional Representation voting system. Many have asked for clarification on the different types of proportional representation. This quiz was created to help you decide which system best aligns with your views. You also do not have to answer the second question on the ballot. If the majority of the voters choose proportional representation, then it will be adopted for the next two general elections, after which another referendum will take place to see whether voters would like to keep the new system, or revert back to the First Past the Post system. The BCTF is in favour of proportional representation.

## Qualifications Deadline for Positions Requiring Special Training/Experience

We are expecting that there will be a large number of postings for positions that require special training or specific experience, especially LST and IST teachers for the next school year. In order to be shortlisted in Rounds 1 and 2, teachers need to be listed in the District Qualification Book. Teachers who are interested in changing their assignments to such positions need to apply to the Human Resources Department by January 31st to have their qualifications evaluated. The evaluation will be completed by March 31. (CA, Article E.28.1)

Job descriptions and evaluation forms for specific jobs can be found on the District website at <https://www.surreyschools.ca/careers/jobdescriptionhandbook/Pages/default.aspx>

Have your coworkers been urging you to share the great work that you do?

### WORKSHOP FOR WORKSHOP PRESENTERS

Have you been thinking about sharing that great work with your colleagues at the STA/SD36 Focus Day on February 22, 2019?

Are you not sure about sharing because you would like some pointers about how to give an effective presentation to your peers?

Our Workshop for Workshop Presenters on December 5th from 4:00pm to 6:00 pm at the STA Office is just for you! Bring along your workshop ideas and we will give you some valuable pointers and some time to plan your presentation. Snacks will be provided.

Register at <https://wfwp2018.eventbrite.ca>

## 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.

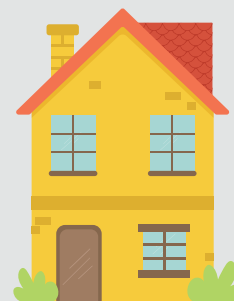
Please join us by registering at the following link: <https://wellnessevent-nov2018.eventbrite.ca>

## Thank you to our STA Aboriginal Education Committee!

Last Friday, our STA Aboriginal Education Committee put on a very successful conference at Queen Elizabeth Secondary. It was a day full of learning, sharing, teaching and healing. As one committee member said, the gathering of people is the medicine. We raise our hands in thanks for all of the hard work this committee put into this day.



## 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](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.

## 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 was sent in from Ann Amsing to Alana Gillies:

*Shout out to Mrs. Alana Gillies at Harold Bishop for being flexible with her schedule & so caring about students who see her for LST.*

Thank you Ann, you and Alana 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!