

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

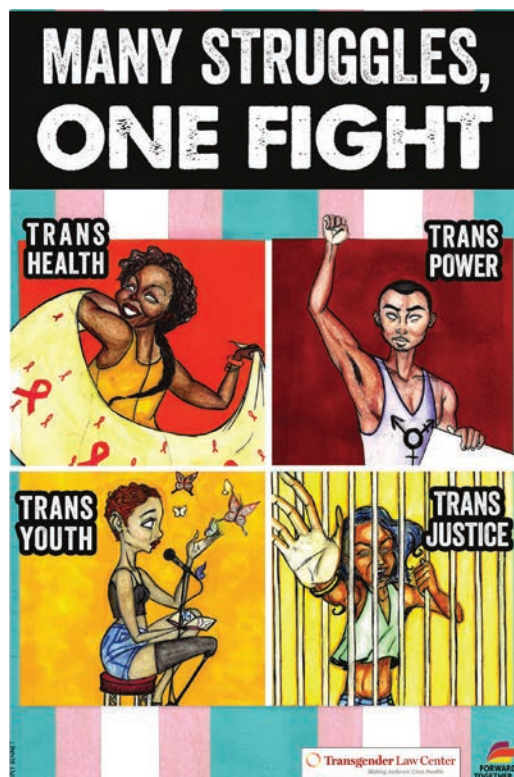
NOVEMBER

- 20 Transgender Day of Resilience
- 21 STA Reconvened AGM/SGM at Bombay Banquet Hall
- 23 Buy Nothing Day
- 25 International Day for the Elimination of Violence Against Women (White Ribbon Day)
- 25-10 16 Days of Activism Against Gender-Based Violence

DECEMBER

- 5 [Workshop for Workshop Presenters](#)
- 6 Anniversary of the Montreal Massacre, a.k.a. National Day of Remembrance and Action on Violence Against Women (Holland Park Event at 6 pm)
- 10 International Human Rights Day
- 19 STARA Meeting + Social

Transgender Day of Resilience



November 20 is [Transgender Day of Resilience](#), where we recognize that trans people disproportionately experience violence and discrimination. It is a time to think and act on creating safer and more inclusive schools and communities. This is particularly important in the light of [Trump's attempt to redefine the term "transgender"](#).

So what can you do to help?

Check in on your trans students and colleagues and ask them how you can offer your support. The BCTF also has many [free resources](#) for you to tap into, such as lesson plans, posters, and workshops.

#WontBeErased

Grievance on Audit-Proofing of Student Files

The Employer has engaged in the practice of requiring B.A.S.E.S., IST, LST, Social Development, as well as Intensive Intervention and Support Teachers (Life Skills) to audit-proof student files for the purpose of readying these files for the Special Education Enrollment Audit in 2019. We responded by filing a Step 3 Grievance. It is our position that audit-proofing of student files is not teacher work as it falls outside of teachers' job descriptions and could result in discrimination against students by taking away services for teachers to do administrative and clerical work. This practice also violates a number of articles from the Collective Agreement. **Our advice to members is not to participate in any "audit-proofing" work unless they are directed to do so.**

If you or your colleagues are directed to audit-proof files, record the amount of time spent on this task, as we will most likely need this information later in the grievance process.

October Remedy

By next week, teachers owed remedy for October should receive an email from Human Resources showing how much remedy they are owed. In the meantime, classroom teachers can ask their principal how much they are owed. We ask that staff reps consult with staff about their remedy, to ensure that no mistakes have been made. If anyone is unsure of whether, or how much, remedy they are owed, please contact Matt Westphal at the STA.



surrey teachers' association

RECONVENED ANNUAL GENERAL MEETING & SPECIAL GENERAL MEETING

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.

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.

White Ribbon Campaign

"If it were between countries, we'd call it a war. If it were a disease, we'd call it an epidemic. If it were an oil spill, we'd call it a disaster. But it is happening to women, and it's just an everyday affair. It is violence against women." – Michael Kaufman, White Ribbon Campaign

This week, White Ribbon Campaign supplies will be distributed to your schools via the courier. The package will include a copy of the poster and 5 ribbons for each site. You can also view and/or order the White Ribbon teacher's guide, [Drawing the Line on Sexual Violence](#).

We encourage teachers to wear a white ribbon to commemorate the Montreal Massacre and to show our concern about violence against women.

The White Ribbon Campaign corresponds with the 16 Days of Activism Against Gender-Based Violence, an international campaign to challenge violence against women and girls. The campaign runs every year from 25 November, the International Day for the Elimination of Violence against Women, to 10 December, Human Rights Day. Currently, more than 3,700 organizations from approximately 164 countries participate in the campaign annually. There are many resources on the [BCTF Gender-Based Violence webpages](#). Another interesting idea would be to research or study one [legal case about violence against women](#). The [Canadian Women's Foundation website](#) is another excellent resource with many facts surrounding gender-based violence.

Anniversary of the Montreal Massacre

December 6 is the anniversary of the Montreal massacre and the National Day of Remembrance and Action on Violence Against Women. The STA Status of Women Committee is supporting two events to commemorate this day.

The [16th Annual Shoe Memorial](#) will be taking place from 8:00 am to 3:00 pm at the Vancouver Art Gallery. The STA Status of Women Committee will be helping to collect shoes for the event and is asking you to please look into your closets. It has been 29 years since 14 women were selectively killed at the Montreal École Polytechnique. We are hoping to collect over 950 pairs of shoes to represent the 950 mothers, daughters, and sisters who have lost their lives in BC due to violence. The shoes will first be used to help build a memorial at the Vancouver Art Gallery, with a ceremony to take place at 1:00 pm. After the memorial, all shoes will be donated to women in need.

In the evening, there will be a candlelight vigil from 6:00 pm to 7:00 pm at Surrey's Holland Park (by the fountain). Please feel free to bring your candle and join the STA Status of Women Committee, as well as some members of the STA Executive Committee, at the vigil. This is a free event that is open to all and is wheelchair accessible. Please bring an item to donate to local women's organizations.

FREE Walking Tour for Secondary Teachers!



[Forbidden Vancouver](#) invites secondary school teachers (+1 guest) to check out one of their public walking tours. If you like it, you can [book a field trip](#) for your class. To take them up on this offer, simply email them at info@forbiddenvancouver.ca to receive your complimentary tickets and bring your school ID to the tour. This offer is good until November 30, 2018.

**On the Anniversary of the 1989 Montreal massacre and the
National Day of Remembrance and Action on Violence Against Women**

End Violence Against Women 8th Annual Candle-light Vigil

THURSDAY DECEMBER 6TH, 2018

6:00 - 7:00 PM

HOLLAND PARK, SURREY, BC



**Geneviève Bergeron
Hélène Colgan
Nathalie Croteau
Barbara Daineault
Anne-Marie Edward
Maud Haviernick
Barbara Klucznik
Maryse Laganier
Maryse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michèle Richard
Annie Turcotte
Annie St-Arneault**

PLEASE BRING AN ITEM TO DONATE TO LOCAL WOMEN'S ORGANIZATIONS

**Free · Open to All · Wheelchair Accessible · Organized by the PSAC West Fraser Valley Area Council, Network to Eliminate
Violence in Relationships, and the New Westminster and District Labour Council.
For more information contact Jennifer Chieh Ho via email at jennifer.chiehho@une-sen.org**



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

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>

Local Bargaining Survey - We need your input!

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 367 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 Sunday, 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.

Qualifications Deadline for Positions Requiring Special Training/Experience: Get into the Qualified Book!

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 eligible to apply 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>

IST TTOC Assignments

The Employer has been dispatching TTOCs to cover unfilled IST positions. It came to our attention that the work that is being assigned to these TTOCs is not IST work. If you are an IST who has experienced this situation at your school or if you are TTOC who was dispatched to an IST assignment and ended up not doing IST work, please contact Joanna Cerazy, Grievance Officer, at grieve1@surreyteachers.org.

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.

Integration Support Caseloads

Integration Support Teachers, please check your current caseloads and contact Joanna Cerazy at 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



Surrey Primary Teachers' Association

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

**Tuesday, November 27th, 2018
3:30 - 5:00 PM**

**Hazeltown 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

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 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.

Developing Minds Through Reading and Writing

On Friday, February 15, SFU Vancouver Harbour Centre will be presenting a [free conference](#) on critical reading and writing open to teachers and education professionals. The keynote is on Indigenizing the Writing Curriculum, presented by Deanna Reder, an Associate Professor in the Departments of First Nations Studies and English. There will also be Power Talks on Rhetorical Games and Writing (Peter Cramer), Critical Writing Pedagogy (Joel Heng Hartse), I Just Don't Believe It: Writing, Reasoning and Evidence (Sean Zwagerman), and Exercises in Critical Reading (Azadeh Yamini-Hamedani). Breakout discussion sessions to develop practical strategies and lesson plans for the new curriculum in BC secondary schools will follow the Power Talks. If you would like to stay up-to-date and are not on the Developing Minds mailing list, please send an email to devminds@sfu.ca with "SUBSCRIBE 2019" in the subject line.

Juno Beach Centre



Do you have a passion for Canadian military history? Would you be interested in a battlefield tour in Normandy this summer? Since 2005, the Juno Beach Centre has provided over 350 Canadian educators an exciting [professional development opportunity](#) to discover the Canadian First and Second World War historic sites in France. During this 10-day tour, participants visit Vimy Ridge, Beaumont-Hamel, Dieppe, the Juno Beach Centre, the D-Day landing beaches and various other sites in Normandy. Some highlights of the tour include meeting locals who lived through D-Day and the Battle of Normandy, enjoying the kind hospitality in Normandy, and sharing teaching ideas with colleagues from across Canada. [Applications](#) are now being accepted for the 14th edition of the Summer Institute and Battlefield Tour for Educators, due December 3, 2018. If you have any questions about the program or want to receive updates on future tours, please contact tour@junobeach.org or call Program Manager Jenifer Sguigna at (519) 709-1987.

UBC Graduate Programs Starting in 2019



[Master of Education Cohorts and Graduate Certificates:](#)

- Online and off-campus programs are developed and taught by UBC faculty and have the same requirements as the on-campus programs.
- Most are offered part-time and completed over a two- to three-year period.
- Classes are arranged to accommodate busy schedules of working participants, with evenings or weekend classes during the school year and may include intensives on-campus during the summer.
- Some programs are 100% online, others are blended (combining online and face-to-face components).



New Teachers' Conference

The STA held our first New Teachers' conference of the year on October 30, which was attended by 23 people 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 a certificate, a pin and a free PSA membership. 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!

SFU Summer Bootcamp FrancoFUN

Discover the Francophonie in all its forms, beyond the classroom on sunny Burnaby Mountain!

Experience a full week at SFU Burnaby campus combining pedagogy, French language, art, and outdoor activities to help you explore and reflect on your own French teaching practices.

This is a great opportunity for you to reflect on:

- the implementation of authentic learning experiences in French language acquisition for your students
- concepts of differentiation, identity, environmental education
- integration of Aboriginal perspectives in teaching French as a second language.

Your professional development doesn't stop at the end of the five-day workshop! It will be followed up with four online meetings in the Fall which will consolidate your learning experience and enable you all to share your innovative practices. Become a part of a professional community of collaborative learning.

We look forward to seeing you this summer!

For French Immersion teachers: July 8-12, 2019 9:30 am - 3:00 pm

For Core French teachers: July 15-19, 2019 9:30 am - 3:00 pm

While the regular cost is \$850, the bursary for professional development in French in BC by the Minister of Education allows BC certified teachers to attend the bootcamp and pay only \$100.

Participants do not need to apply for this bursary. Lunch and campus parking is included.

[Registration](#) will open soon.

Time To Mail In Those Ballots! - Deadline November 30 at 4:30 pm

By now you all should have received your mail-in ballots for the referendum. If you haven't received your voting package yet, you can [request](#) one before November 23rd at midnight. There are less than 2 weeks left to cast your vote as the ballots need to be received by Elections BC by 4:30 pm on Friday, November 30 to be counted. You do not want to miss the chance to be part of the historic 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 where you rank different possible systems of proportional representation. 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.

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 Helen Kelsey:



*Not only does Helen donate several hours to the **7 STA committees** that she is a member of (Aboriginal Education, Anti-Poverty, Awards, Economic Welfare, International Solidarity, Labour Affairs, Status of Women Committee), but after those long days, she often takes any leftover snacks or food from the events and goes to feed the hungry people on the streets of Surrey. Fun fact: Helen is also one of the longest serving IST and Challenge teachers in the district! Thank you for all that you do Helen, you are very appreciated! ♥*

Thank you Helen, 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.