

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

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 6:00 pm)

10

International Human Rights Day

19

STARA Meeting at Eaglequest Golf

Salary Increases Coming in 2019

As part of teachers' 2013-2019 collective agreement, some salary increases for all public sector workers were tied to the provincial government's Economic Stability Dividend. That means some salary increases above and beyond the specific increases in the collective agreement are triggered by economic growth. The [latest dividend](#) was announced earlier this month. It is the largest one so far - 0.75%. It will be added to the 1.0 % salary increase occurring on May 1, 2019, for a total of 1.75%. By contrast, the 2018 economic stability dividend was 0.45% and the total increase on May 1, 2018, was 1.45%. (There was also a 0.5% salary increase on July 1, 2018.)

Update: Grievance on "Audit-Proofing"

As we announced last week, the STA has filed a grievance regarding the ongoing "audit-proofing" process. The grievance encompasses all STA members who are involved in this process, including IST, LST, BASES, Social Development, Intensive Intervention and Support Teachers (Life Skills), district behaviour specialists, helping teachers, counsellors, and school psychologists. We will be meeting with the employer this week regarding the grievance.

We have received many questions about the scope of the grievance, and what people can and cannot do, given that many members regularly work with student files. The best way to determine whether something constitutes audit-proofing (falling within the grievance) is to ask: would I be doing this task as part of my normal job, if there were no audit taking place? Our advice remains that members should not do this work unless they are directed by an administrator, and should track how much time they spend on audit-proofing tasks.

Local Bargaining Survey Deadline Extended!

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 **458 completed**. This is an opportunity to be involved. The survey can be found at <https://www.surveymonkey.com/r/STALocal2018>. We will keep the survey open until **Wednesday, November 28, 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.



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>

Education Funding Review

Last week, Surrey teacher Laura Barker wrote a very compelling [open letter to her MLA](#), voicing her concerns over the education funding review.

"Particularly alarming is talk that there will be a switch in Special Education funding to a prevalence model (i.e. funding based on the 'prevalence' or incidence of a particular diagnosis in the population as a whole--such as 2 per 1,000--versus funding the specific students who are actually in the building). This would have devastating consequences on the ground, in classrooms and schools, and would once again harm our most vulnerable special needs students. ... A prevalence model that would do away with designations and medical diagnoses and reports would NOT help me to better serve the children I work with. Far from it, it would tie my hands. And if there are no designations, then how could we also track appropriate levels of class composition guarantees? But perhaps that's the hidden goal....to eliminate that pesky class composition language. And the timing of the report (which has been sitting on the Minister of Education's desk since June 2018), is now going to finally be released in January 2019....right before bargaining is set to commence with teachers. Seems like very odd timing."

What can you do?

- Talk to parents, administrators and your colleagues with your concerns.
- Contact your MLA and school trustees about the new funding model like Laura Barker did
- Get involved in bargaining support in your local.

For more information on this topic, please read:

- The current issue of the [BCTF Teacher Magazine](#)
- the [BCTF Education Funding Brief](#) (October 2018)
- [BCTF research reports](#)
- [K-12 Public Education Funding Model Review](#)

BC Child Poverty Report Card

The [2018 BC Child Poverty Report Card](#) was released by First Call on November 20. First Call began tracking child poverty rates over 20 years ago and found that 1 in 5 children in BC are poor. Sadly, this rate has not changed over the past 22 years, with 172,550 BC children currently living in poverty. The rate of poverty is worse for some groups of children due to systemic discrimination, repercussions of colonization, and other factors. Recent immigrant children had a poverty rate of 44.9%, followed by off-reserve Aboriginal children at a rate of 30.9%, and visible or racialized minority children at a rate of 23%. Based on only 45 First Nations reserves (due to limited data), 21 out of the 45 reserves had child poverty rates of 50% or higher, including local Katzie First Nation at 54.1%.

The good news is that the BC legislature recently unanimously passed the Poverty Reduction Strategy Act to develop a strategy to reduce and prevent poverty. The goal is to reduce poverty by 25% for all people, and by 50% for children 5-18 years old over the next 5 years.

Opportunities for Members

Get Involved with BCTF Committees!

The BCTF has vacancies on several important committees that advise the Executive Committee and support various aspects of the Federation's work. The Federation is looking to fill spots on the Pensions Committee, the Health and Safety Committee, the Adult Education Advisory Committee, the Judicial Council, and the Internal Mediation Service. Please visit the [BCTF Website](#) to get all of the information, including application details and deadlines.



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!

**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 Laganière
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**

16 Days of Activism Against Gender-Based Violence

The 16 Days of Activism Against Gender-Based Violence is 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. Just announced is a new digital platform from Rutgers at <https://16dayscampaign.org> with many resources to combat gender-based violence in workplaces around the world.

Anniversary of the Montreal Massacre (December 6)

Remembering & honouring
the women who were killed
in Montréal on December 6, 1989

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

End all violence against women

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. The shoes can be dropped off at the STA office at 9030 King George Blvd, or you can send them through the school courier. 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 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.

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 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>

History of LGBTQ+ Activism in Surrey (November 27)



SFU's Department of History is hosting a [free lecture series](#) that is open to the public. This panel of leaders and members of Surrey's LGBTQ+ community will discuss the 20+ years of activism in the city. The lecture takes place on Tuesday, November 27, 6:30 pm at SFU Surrey, SUR 5240 (Galleria 5). Register [here](#).

Gender and Sexual Diversity in Youth (November 29-30)



This workshop will help you learn how to best respond to and support LGBTQ youth. For more information, please visit <https://is.gd/lbynIQ> or email info@ctrinstitute.com.

BC Referendum Deadline Extended!



We have some really good news for procrastinators - the referendum deadline has been extended! Due to the rotating strikes at Canada Post that have caused a backlog of mail at postal depots, they needed to ensure that voters were not prevented from participating through no fault of their own. Your ballots now need to be received by Elections BC by **4:30 pm on Friday, December 7** to be counted! If you're running out of time, or worried the ballot won't make it due to the Canada Post strike, you can also drop the ballot off at a Service BC Office or a Referendum Service Office. The one in Surrey is at the Guildford Commerce Court (Unit 105-10334 152A St.) open Monday-Friday from 8:30 am to 4:30 pm.

The vote is going to be very close! In fact, three polls in the past few days have put First Past the Post and Proportional Representation in a tie for voter support - **every ballot counts!** 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. 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.**

Support for CUPW

As you may have heard, the Canadian Union of Postal Workers are currently on rotating strikes. They did not want to strike, but other means of pressure proved insufficient. After almost a year of negotiations and two federal mediators, Canada Post has refused to deal with key issues like health and safety, gender equality, and priority in creating good jobs rather than precarious employment. What they propose would in fact create more precarious employment, an unfair wage structure, and discriminatory treatment of women.

We encourage our members to support the CUPW, whether it be on the picket lines, on social media, or sending messages to the government of Canada. Public messages in print and social media in support of CUPW negotiations, issues, and postal workers would also be appreciated. Tag them at [@cupw](#) and [@sttp](#) on Twitter or share to their Facebook page at <https://www.facebook.com/cupwsttp/>.

Please send your messages to Prime Minister [Justin Trudeau](#), Minister of Labour [Patricia Hadju](#), Minister of Public Services (responsible for Canada Post) [Carla Qualtrough](#), and Interim President and CEO of Canada Post [Jessica L. McDonald](#), expressing support for CUPW, its members and their issues at the bargaining table. Please [copy CUPW](#).

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

IST performing EA work

It has come to our attention that Integration Support Teachers are often required to perform duties that fall outside of the scope of their job responsibilities, violate their professional autonomy and the caseload language of the Collective Agreement and that ultimately belong to members of another union, namely, CUPE. Integration Support Teachers are being directed by their administrative officers to perform duties such as providing coverage for EA breaks, covering for absent EAs and providing EA support when EAs are not available due to shortages. Please, contact Joanna Cerazy, Grievance Officer at grieve1@surreyteachers.org if you or your colleagues have been required to do EA work.

TTOC Injuries at a School Site

As a TTOC you are usually only in a school for the day. If you get injured, whether it be a ball to the head (possible concussion) or fall down the stairs, you need to let the school know that you have been injured at work. TTOCs are covered by WorkSafe BC and if a office clerk or the principal says you don't need to complete anything, call the STA (604) 594-5353 immediately.

You can still fill in a report even if the injury happened a week or two ago. If there were any witnesses or there was a hazard, a broken tile, etc., you should report that information as well. If you have any questions please call or email Sue Heuman, Health & Safety Officer, at hs@surreyteachers.org or (604) 594-5353.

TTOCs who are injured at a school site should be following these steps:

- Report to the school first aid attendant (make sure the incident is recorded in the first aid book)
- Complete WorkSafeBC form 6A Employees Report of Injury (on the STA Website under forms)
- If you are injured (even if it isn't the same night) call the Teleclaim phone # on the form 6A and open a claim
- Copy the 6A and send 1 copy to the principal of the school, 1 copy to HR, Health & Safety and 1 copy to the STA attention: Sue Heuman

Surrey Teacher Visits Migrant Caravan



Violette Baillargeon, who teaches French and Spanish at Johnston Heights Secondary, appeared recently on CBC Radio's On The Coast, CityTV's Breakfast Television, and Radio-Canada's Phare Ouest to discuss her experience and impressions visiting the caravan of migrants in Mexico City earlier this month.

Violette described how she saw scenes of kindness, understanding and hope when she visited the Central American migrant and refugee caravan while in Mexico for a Tri-National teacher union conference. "What struck us was the sheer amount of aid and support from organizations, churches, businesses, medical personnel and citizens of Mexico and the evident solidarity with others displayed by the warm and grounded people of this beautiful country." She saw dentists, doctors and barbers as well as people offering psychological help to the people in the migrant caravan.

She said she saw young people travelling alone, mothers with children in strollers, people pushing wheelchairs and carrying tarps and blankets. Many of them are climate refugees. A third of them are farmers. And what they reported is that the rains didn't come ... that the weather patterns have been shifting, and that's something we're all responsible for, and not just those people."

Climate change is something we must all address if we are to make a difference in these people's lives and in the lives of countless others."

The CBC published a story based on its interview with Violette, which you can view [here](#).

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 Roxanne Pope:



Shilpa Narayan, a Frank Hurt alumna, mental health advocate, and creator of the platform 'How A Struggle Became A Journey', presented at last week's WE Day event in Vancouver. While sharing her story about how she overcame mental health struggles in high school, she spoke about how it was a teacher who really helped her to pull through. "She has a very special place in my heart. For those who heard my WE day speech, remember how I talked about that one teacher who asked me how my day was? who helped me to realize the power of vulnerability? The one who helped me start my journey? Well, here she is." Teachers, don't forget how much of a difference you can really make in your students' lives every day!

Thank you Roxanne, 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!

Addictions and Mental Illness (December 4)



This workshop explores the impacts of both addiction and mental illness and how to integrate strategies in a way that supports health and change. For more information, please visit <https://is.gd/N78tfp> or email info@ctrinstitute.com.

Harm Reduction (December 5)

This workshop explores the principles of harm reduction, how it works, and for whom it may apply. Participants will learn practical strategies for working with individuals, families, and communities within a harm reduction framework. For more information, please visit <https://is.gd/RuKAAZ> or email info@ctrinstitute.com.

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.