



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

25-10 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

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.

STA Convention 2019 – Do You do Great Things in Your Classroom?

The STA Convention on May 3, 2019 is the largest convention put on by teachers for teachers in British Columbia. We know Surrey teachers are doing great work with their students and the website is now open for workshop proposals. If you have a great idea you would like to share with your colleagues, please submit your proposal to www.staconvention.ca.



WORKSHOP FOR WORKSHOP PRESENTERS



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>



New Teachers' Conference - February 5 & February 12

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 have now added a 2nd day in February, so please if you are **NEW TO THE PROFESSION** and haven't attended this valuable training yet, please feel invited to sign up.

Click your preferred date to register:

[February 5, 2019](#)

[February 12, 2019](#)

Thursday: Anniversary of the Montreal Massacre



December sixth is the 29th 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.

Shoe Memorial

This is your last chance to donate new or gently used shoes for the [16th Annual Shoe Memorial](#). The shoes can be dropped off at the STA office on 9030 King George Blvd by Tuesday, December 4. It has been 29 years since 14 women were selectively killed at the Montreal 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, and then all of the shoes will be donated to women in need.

Candlelight Vigil

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.

How Have You Been Teaching About The 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.

In the past few Monday Memos, we have shared some resources for you to use, but we were wondering if you had any lesson plans you've created yourselves that you'd like to share. How did you highlight the importance of taking action against violence against women? You could be featured in an upcoming STA Advocate! Please email your thoughts and ideas around the 16 Days to Angela at communications@surreyteachers.org.



Childcare for STARA Meeting

Do you need childcare in order to attend the upcoming STARA Meeting on December 19, 2018?

If so, please contact Esther at graphics@surreyteachers.org ASAP as final numbers need to be confirmed by **December 12, 2018**. You also have the option of finding your own child care and submitting the receipt to the STA for reimbursement.

**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**

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>

Nominations Open for Prestigious BCTF Awards

Nominations are now open for the Federation's most coveted awards. The winners are invited to the Annual General Meeting to be honoured by colleagues from across the province.

- [The Bob Rosen Social Justice Award](#) is granted to a member or honorary associate member who has made an outstanding and sustained contribution in working for systemic change on issues of social justice. Applications are due by January 31, 2019.
- [The Stewart Schon Award](#) is granted to a member or honorary associate member who has made an outstanding and sustained contribution to the health and safety of BCTF members. Applications are due by January 31, 2019.
- [The G.A. Fergusson Award](#) is granted annually to a BCTF member (or former member) who has made an outstanding contribution to public education. Applications are due by February 10, 2019.
- Nominations are also open for [Honorary Life Memberships](#). Applications are due by February 10, 2019.

Add Your Voice to the Fight Against Racism

The BCTF welcomes the federal government's consultations on racism and systemic discrimination and encourages members to take part. As a Federation, we have long standing policies and procedures in place helping us work towards the removal of the systemic injustices faced by racialized teachers, students, and the community at large. These consultations will inform the development of a national antiracism strategy, which was announced in the federal government's 2018 Budget. Racism is deeply embedded in cultural norms, attitudes, and institutions in Canada. The impact is real and devastating on racialized and Indigenous workers. An effective national antiracism strategy would be a key step towards ending the daily discrimination our members face on the job and in their communities.

The [survey](#) closes December 9, 2018. Take part today!

Snow and Ice Salting



It's beginning to look a lot like

As we get closer to the Winter Break, we may experience some freezing or snow! This is a reminder to all teachers that snow removal and ice maintenance (salting, etc) is not our work. Principals should not be seeking volunteer teachers for either of these duties, these duties are CUPE work. If a teacher is injured shoveling or salting, they likely WILL NOT be covered by WorkSafeBC as it is not part of their job.

Employers are also required to inform workers about all hazards, for example, putting cones or hazard tape around icy patches. If there is no safe way of entering into the school, members should contact their administrator to let them know they are there and ask for advice and assistance. If there is no safe access workers must not enter.

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.

Last Chance to Vote in this Historical Election!

A HOCKEY FAN'S GUIDE TO PROPORTIONAL REPRESENTATION

WHO WON THIS GAME?

	4	0	0
	FIRST	SECOND	THIRD
	0	1	1

OUR CURRENT SYSTEM



W 2-1

THE SCORE REFLECTS THE PERIODS (RIDINGS) 'WON'
SOME GOALS (VOTES) DON'T COUNT

PROPORTIONAL REPRESENTATION



W 4-2

THE SCORE REFLECTS THE TOTAL GOALS (VOTES)
ALL GOALS (VOTES) COUNT

EVERY GOAL SHOULD COUNT

SAY 'YES' TO PR IN THE REFERENDUM THIS OCTOBER

This is your last chance to cast your vote as the ballots 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.**

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 Katie Friesen to Alex Reiter at Ray Shephard:

"Alex is new to the role of LST this year. She has been working so hard at her new role and goes above and beyond for each one of her students. She is doing an amazing job!"

Thank you Katie, you and Alex 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/N78tftp> 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.