



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

DECEMBER

19

STARA Meeting at Eaglequest Golf

22-6

Winter Break

Don't Miss the STARA Meeting & Social Next Week!

Thank you to everyone who has taken on the important role of staff rep. We recognize and appreciate all of the hard work that you do! The final STARA Meeting of 2018 will commence at 4:00 pm on Wednesday, December 19 at Eaglequest Golf Centre. Following the meeting, there will be a social event. We look forward to seeing you there!

Do you want to go to the BCTF AGM in Victoria this year?

The BCTF Annual General Meeting will take place from **March 16-19, 2019** at the Victoria Conference Centre.

Each year over 750 delegates from around the province attend the BCTF AGM. It is a great opportunity to see how the BCTF operates, to hear new perspectives on important issues, meet colleagues from other parts of the province, and to have a voice in the decisions made by the union. Surrey is able to send up to 60 delegates. Under the STA's Policies and Procedures, the 10 members of the Resolutions Committee will automatically be delegates, therefore we will need to elect **50 delegates** plus alternates. Hotel accommodations and expenses are covered by the BCTF. Childcare arrangements are also available.

Delegates will be elected at the **Special General Meeting** on **January 23** at the Bombay Banquet Hall.

Elected delegates and alternates are expected to attend all training sessions leading up to the AGM.

Sessions are as follows:

February 13 – Rookie AGM Delegates training (8:30 am to 3:30 pm at Eaglequest).

February 21 – AGM Delegates training (3:30 pm to 6:00 pm at Eaglequest).

February 28 – AGM Delegates training (8:30 am to 2:45 pm at Eaglequest).

March 7 – AGM Delegates training (3:30 am to 6:00 pm at Eaglequest).

If you are interested in becoming a delegate, please email your name and a brief statement to sta@surreyteachers.org by **Monday, January 7**. Remember, your chances of being elected as a delegate are much better if you have a written statement! It is also possible to nominate yourself from the floor at the meeting. If you have any questions about the BCTF AGM, or the process of becoming a delegate, please contact Jatinder Bir at 2vp@surreyteachers.org.

Elementary Teacher-Librarians and Prep Time

It has come to our attention that some elementary Teacher-Librarians have been assigned to teach more than K - 4/5 prep, as part of the school's Library Entitlement. This should not be happening. Elementary Teacher-Librarian entitlement is based on the school's projected enrolment from the previous spring, at a 1:500 ratio. Out of that library entitlement, the TL teaches 40 minutes of prep for each K - 4/5 division at the school, schedules in their own prep time and Library Admin time, and the rest of their schedule is for collaboration time, which may include scheduled intermediate book exchange times.

Generally, the only way that TLs should be teaching any prep above K - 4/5 is if the school "purchases" library service with their intermediate prep allotment, thereby increasing the percentage that a part-time TL is at the school.

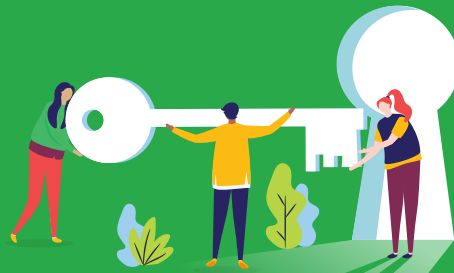
Sometimes an administrator will assign some intermediate prep to a TL because they can't see any other way of providing prep to intermediate teachers, particularly if, for example, classroom teachers teach their own French. This, however, is a school-based staffing error which leads to schools losing out on library collaboration time and erodes library service district-wide. If this is happening at your school, please contact Christie Weigel at services@surreyteachers.org immediately.

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.

STAFF REP TRAINING JANUARY 2019



STA OFFICE (#201, 9030 KING GEORGE BLVD) • 8:30 AM - 2:45 PM • LUNCH & SNACKS PROVIDED

FOR ROOKIE STAFF REPS

Pick one of the following sessions:

JANUARY 9

ROLE AND FUNCTION OF THE STAFF REP

- To determine the role and function of the staff rep.
- To become familiar with the format and content of the provincial and local collective agreement.
- To identify where can I go for help.
- To identify my role in the staff rep network and how can I support my local.

Register: <https://surt2019-roleandfunction.eventbrite.ca>

JANUARY 10

THE COMPLETE STAFF REPRESENTATIVE 101

- to review the role of the staff rep
- to expand the skills of the staff rep
- assertive communication skill development
- rules of order and running an effective meeting
- note taking skill development
- analyzing an issue.

Register: <https://surt2019-staffrep101.eventbrite.ca>

FOR ALL STAFF REPS (INCLUDING ROOKIES)

Pick one of the following sessions:

JANUARY 14, 15, 16, 22

ADVANCED ADVOCACY SKILLS

To further develop the skills, knowledge and attitudes needed by staff reps to carry out their roles through

- increased confidence
- practice of analyzing issues
- practice of using assertive communication skills
- practice of framing discussions

One of the hardest things for staff reps to do (particularly new staff reps) is to separate their roles as employees (teachers) from their roles as equals to the administration when upholding the Collective Agreement. This workshop will let you practice your role, learn where your strengths are where you might need more support and practice to carry out your role.

Register: <https://surt2019-advocacy.eventbrite.ca>

JANUARY 23, 24

PREPARATION FOR BARGAINING: THE SCHOOL UNION TEAM

Strategies and activities are built into the SURT to help facilitate understanding, trust and communication among the School Union Reps.

- Recognize that individual school union reps can work more effectively as a cohesive team.
- Demonstrate how the school union team can collaborate to solve problems at the school level.
- Understand how the role of the school team connects to the bargaining process

This SURT aims to help school Union Staff Reps (Staff Rep, Pro-D Rep, H & S Rep, Staff Committee Chairs) recognize that they have the capacity to work as a cohesive team; in other words, to work less in isolation in their capacity of supporting their colleagues.

Once the school team has established positive results from working as a team at the school level, gathering information from members and sharing information with members during the bargaining process should become more efficient and meaningful. The ultimate goal is to engage more members at all phases of the bargaining process.

Register: <https://surt2019-prepforbargaining.eventbrite.ca>



THE LGBTQ+ ADHOC COMMITTEE IS HOSTING AN

STA QUEER NIGHT OUT

FRIDAY, DECEMBER **14**

HOOK AND LADDER PUB
8593 132 STREET, SURREY

STARTING AT **6** PM

We invite all STA members with diverse sexual orientations and gender identities, and their allies, to join us for this fun night out. Connect, socialize, make new friends, and maybe even learn a bit more about the Committee, in a safe, inclusive space.

End Violence Against Women - 8th Annual Candle-light Vigil

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



White Ribbon

On Thursday, December 6, White Ribbon Day, the STA Executive Committee passed a motion to donate \$250 to the White Ribbon Campaign, working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity.

Thank you to everyone who donated shoes for the shoe memorial - the STA Status of Women Committee ended up sending about 80 pairs of shoes to the memorial, which were then donated to women in need.

After school, the STA Status of Women Committee hosted a facilitated discussion about violence against women in Canada. Afterwards, the attendees braved the chilly night to pay homage to the slain women of Montreal in the candlelight vigil at Holland Park. The speakers' words moved us all and we are reminded once again that we must continue to work for change.

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.

Vicarious Trauma Strategies for Resilience (December 13)



This workshop will provide participants with the opportunity to examine their own experience and become aware of the signs of both vicarious trauma and vicarious growth. For more information, please visit the [CTRL website](#).

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>

VOLUNTEERS NEEDED! 24th Annual Labour Community Christmas Dinner

The BC Federation of Labour is asking for your help!



They need the following:

- unwrapped toys and teenager gifts
- non-perishable foods
- gift cards and passes
- new and gently used, washed clothing for men, women and children (jackets, hats, socks, gloves)

Volunteers are also needed in Vancouver at the Maritime Labour Centre (1880 Triumph Street) on:

December 21st - unloading trucks with food and toys at 10:00 a.m.

December 22nd - filling hampers, setting up the hall, and sorting clothes at 10:00 a.m.

December 23rd - filling hampers, sorting toys and clothes at 10:00 a.m.

December 24th - loading the moving truck at 9:00 a.m., then volunteer for dinner at 4:00 p.m.

Volunteers needed in Surrey at the Whalley Legion (13525 106 Avenue) on:

December 24th - volunteer at the dinner starting at 3:30 p.m.

Please send your name and contact information to labourxmasdinner@hotmail.ca advising if you are available to work the above days in Vancouver or Surrey. For more information please call Marisha Zuckerman at (604) 430-1421 or cell (604) 306-4156.

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 Kathy Gyorj to Chrystal Tagmann:

Even though Chrystal Tagmann taught at AHP Matthew for a brief period, she left a lasting impact. She demonstrated true leadership and passion as a public educator. Using excellent diplomatic and communication skills, she lead the staff on new initiatives, such as a numeracy evening for the school community. Her ability to take risks to advocate for students and staff has greatly been missed here at AHP Matthew. Chrystal, thank-you for all the work, dedication, and energy you put into your teaching, as well as, shining a light on the larger issues that face public education.

Thank you Kathy, you and Chrystal 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!



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.

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.