



## 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

### JANUARY

7 Back to School!  
BCTF AGM Delegate Statements Due

9 [Rookie Staff Rep Training:  
Role and Function of the Staff Rep](#)

10 [Rookie Staff Rep Training:  
The Complete Staff  
Representative 101](#)

14-16 [Staff Rep Training:  
Advanced Advocacy Skills](#)

22 [Staff Rep Training:  
Advanced Advocacy Skills](#)

23-24 [Staff Rep Training:  
Preparation for Bargaining](#)

## Don't Miss the STARA Meeting & Social This 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!



**Happy Holidays  
and Warm Wishes  
for 2019!**

The winter break brings us no greater joy than the opportunity to express our season's greetings and good wishes to you. We find ourselves reflecting on the past year - the teacher shortages and failures-to-fill, hosting our first Cross Border Conference, remedy, another successful STA Convention, large numbers of new STA members, electing a new STA president and welcoming new table officers, municipal elections and the referendum, and our new website! It's been quite the year for us here at the STA office! We hope that 2018 has been just as memorable for you and your loved ones. We look forward to seeing what bargaining will bring us in the new year. We hope you all have a safe and relaxing holiday filled with joy and happiness.

## 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](mailto: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](mailto:2vp@surreyteachers.org).

# STAFF REP TRAINING JANUARY 2019

STA Office (#201, 9030 King George Blvd)  
8:45 am - 2:30 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.

### 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.

## 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.

### JANUARY 23, 24: PREPARATION FOR BARGAINING

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

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.

## STEP 1: REGISTER VIA EVENTBRITE

Role and Function of the Staff Rep

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

The Complete Staff Representative 101

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

Advanced Advocacy Skills

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

Preparation for Bargaining

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

Due to limited parking at the sta office, please try to come early, take transit or be willing to park elsewhere in the neighbourhood.

## STEP 2: BOOK YOUR TTOC/LOA

(Once you receive registration confirmation)

Leave type: STA Business

Article: G.21.7.h

Details: School Union Rep Training

Leave: with pay

Cost of TTOC: to be borne by STA

Attention: Jatinder Bir

## STA Sunshine Fund



Throughout our teaching careers, teachers celebrate births and sometimes suffer tragedies, illnesses, injuries and deaths in their families. The STA has responded with flowers, fruit baskets or a donation whenever we have been informed of celebrations or hardships.

To help make this fairer and more equitable throughout the district, the STA is reviewing the Sunshine Fund Policy. We would appreciate input if you have ideas.

For your information, the current policy in place is as follows:

### The Sunshine Fund Spending Guidelines

THAT the following procedures be in place for processing applications to the STA Sunshine Fund:

- THAT a staff rep or the STA President or designate make a written request to the STA office.
- THAT the spending guidelines include:
  - o Injury at work (hospital stay) – flowers/ fruit/gift basket up to \$50;
  - o Maternity/paternity/extended medical leave – up to \$50 gift card;
  - o Death of active member – up to \$75 donation to charity (or gift);
  - o Death of active member's spouse/child – up to \$50 donation to charity (or gift)

We are asking the Staff Reps at the school site to email the STA at [sta@surreyteachers.org](mailto:sta@surreyteachers.org) with/any Sunshine Fund requests. Please provide all the important information required so that we can respond quickly.

## Clause of the Week: Lost Prep Times on Holidays or Non-Instructional Days

Is your prep time scheduled on a Monday or a Friday? By now you've probably realized how often you lose your prep time due to holidays and professional development days. Many of our members asked about recouping lost prep time in our recent bargaining survey, and our Bargaining Committee has some good news - there is a clause for that already in our collective agreement!

### \*D.4.10 TIMETABLING FACTORS

Where employees lose preparation time because of statutory holidays, in-service activities, non-instructional days or the like falling on a day when the employees' preparation time is normally scheduled:

- \*a. Schools may make reasonable internal arrangements acceptable to the Principal / Vice Principal and the employees affected to distribute the effects of the reduced preparation time in an equitable manner, but
- \*b. This time will not be made up as lost preparation time under Article D.4.9.

So how do you get this enacted at your school? We suggest going through Staff Committee. One suggestion that Staff Committee might recommend is that admin make up the prep time by covering the affected class or taking several classes at once to view a movie or conduct another activity.

Another option might be that teachers rotate the most commonly affected days (Monday and Friday) somehow throughout the year, or from year to year. This can be achieved by choosing prep times with a lottery system. For example, if you have had your prep on Fridays for the past several years, you could suggest that the staff committee keep track of this from year to year so that this is rotated more equitably.

## Nominations Open for Prestigious BCTF Awards

Nominations are now open for the BCTF's provincial 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.

## STA CONVENTION 2019



### Convention Sub-Committee Vacancies

The STA Convention is the largest convention in the province that is put on by teachers for teachers, and we need you! There are currently vacancies for two members each on the Primary and Intermediate sub-committees and one member on the Excursions sub-committee. If you are interested in helping to organize a great convention, please complete the [STA Committee Curriculum Vitae Form](#) and return it to June James, STA Pro-D Officer.

### 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](http://www.staconvention.ca).

# SAVE THE DATE

## SD36/STA **FOCUS DAY**

**February 22, 2019**

North Surrey Secondary  
15945 – 96th Avenue  
8:30 am – 1:30 pm



## “IGNITING MINDS”

Keynote speaker

**Dr. Lauryn Oates**

Dr. Lauryn Oates is a women's human rights activist focused on education in conflict zones.

Lauryn is Executive Director with Canadian Women for Women in Afghanistan, a Canadian charity that leads education projects in Afghanistan including teacher training, village libraries, literacy classes, schools and training programs, and the Darakht-e Danesh Digital Library, an award-winning repository of open educational resources in languages spoken in Afghanistan.

She is a fierce proponent of the universalism of human rights, and frequently speaks out for

global citizenship in the Canadian and international media. She is the recipient of several awards and distinctions, including a Queen's Diamond Jubilee Medal awarded by the province of BC.

Drawing from her work advancing education in Afghanistan, Lauryn shares insights that ring true in the mud classrooms of rural Central Asia as much as in the modern classrooms of the industrialized world.

## 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 (there is a form to fill out on the hub) 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](mailto: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 Hilary Wardlow to Linda Frost:

*"This shout out goes to Early Literacy Teacher Linda Frost. She has such a calm and caring manner with students and really adds to the learning community. She helps them be reflective and solve problems, in addition to teaching literacy skills. She is also a fun and flexible teaching partner. We are lucky to have her in the district!"*

Thank you, Hilary, you and Linda are now entered in 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!



## Classrooms to Communities Winter Solstice Celebration

This is a [free event](#) taking place on Thursday, December 20 from 6:00 pm to 9:30 pm at Science World. Join educators, community partners, collaborators and champions for change at the C2C regional network event.

- Be inspired by and connect with champions for sustainability and place-based education in British Columbia
- Celebrate and share key ingredients for success
- Learn about new ideas, curriculum opportunities and professional development events
- Enjoy a selection of hors d'oeuvres and beverages



### Surrey Teachers

join us to celebrate the 2019 big ideas in Schools Launch Party

**January 16 • 4:30 pm - 6:00 pm**  
**290 West 3rd Avenue, Vancouver**

Big ideas is an award-winning education program that engages with public artworks installed by Vancouver Biennale, a non-profit arts charity.

At the Launch, meet participating teachers and artists, share experiences between new and returning participants, hear about upcoming Biennale projects and relax over some tasty treats!

### FREE

Please RSVP by **January 7th** via:  
<https://bit.ly/2GbkyUs>

## 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.